# Berspective



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THE PROFESSIONAL BULLETIN FOR NAVY OFFICERS

## The First Word ...

## © CHIEF OF NAVAL PERSONNEL (CNP)

Navy has been actively participating for the last several months in the Quadrennial Defense Review (QDR)—an in-depth study of strategy, missions, force structure, and end strength requirements in each of the Armed Forces. Recommendations stemming from the QDR will be made to Congress in mid-May. Current thinking is that the Navy of the 21<sup>st</sup> century will be slightly leaner than today, but it is still too early to draw definite conclusions. Any change resulting from the QDR will be carefully managed and implemented over a number of years. In the meantime, we are continuing the final stages of the drawdown as we fine-tune our plan to meet manpower requirements established by the 1993 Bottom-Up Review.



Bottom line is that Navy personnel remain our number one priority, we will continue to keep faith with our people, and we will continue to rely on top-quality men and women to lead our Navy into the next century.

Second, we have been looking hard at potential enhancements to the current Nuclear Officer Incentive Pay (NOIP) and Aviation Continuation Pay (ACP) programs—both vitally important to improving retention in these targeted, mission-critical skill areas.

'Any change resulting from the QDR will be carefully managed and implemented over a number of years.'

pWe have asked Congress to increase legislative limits on NOIP bonus rates and extend the program's authorization for four more years. These new limits will provide the Secretary of the Navy flexibility should the FY96 NOIP rate increase not prove adequate. Similarly, we have submitted a legislative proposal to Congress requesting to raise the maximum ACP award level in FY98. Individual sub-community eligibility for ACP will still be determined on an annual basis. We will update you on any changes to either of these programs as soon as we learn of them.

Finally, Navy has established the Foreign Area Officer (FAO) Program which offers unique career opportunities for certain officers who desire to specialize in regional politico-military affairs. Officers in the FAO program can expect to serve tours in one of four geographical regions of expertise when not serving in tours associated with their own communities. The initial FAO selection board is scheduled for 14 July 97 and applications must be received at BUPERS before 19 May 97. See NAVADMIN 058/97 or contact LT Dan Druckenmiller (Pers-442C) at DSN 224-8482 for more details.

D. T. Oliver Vice Admiral, U.S. Navy

## **Perspective** com

## The Navy Officers' professional bulletin



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Art Credit (Cover): Ariel port bow view of USS Stethem (DDG-63) underway during builders sea trials. Courtesy of Ingalls Ship Building Inc.

Perspective (NAVPERS 15892) is the professional bulletin of the Navy officer community. Its mission is to provide all Navy officers information regarding key personnel policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. Perspective is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally-related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications.

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## FROM THE HEAD DETAILER

O RADM JIM MASLOWSKI

I have three unrelated topics in mind for this issue. First I will go over some simple yet important pointers on resignations. Second, I want to highlight a challenging job opportunity for senior unrestricted line officers—attache duty. Finally, I want to touch on the joint duty requirement for promotion to flag rank.

As we near the end of the drawdown, we have less margin for error when it comes to manning the fleet. The impact of individual resignations becomes greater in a smaller force. To that end, the earlier we can factor in losses generated by resignations the better.

From where I sit, there are two ways to submit a resignation request: 1) the *right way* and 2) the *hard way*. The *right way* to tender a resignation involves following these guidelines:

- ensure all your obligations (time and/or money) will be met at separation.
- $\bullet$  conform to the 9-12 month resignation submission window, MILPERSMAN article 3830340 refers.
- request a reasonable detachment date to prevent any complications (i.e. separation leave is at command's discretion/take into consideration ship or squadron schedule).
- ideally, have the detachment date coincide with your PRD month.

The hard way, on the other hand, includes requests that do not meet the above criteria. Since all officer resignations must be approved by SECNAV, the approval chain tends to be a long one. Any resignation request requiring a special consideration or waiver adds another step in the process. It is imperative that resignations be submitted as early as possible to give the system time to process them and coordinate their impact. So if you're considering this major career decision, please discuss with your CO and/or XO. When all the known issues are covered and you remain reasonably certain of your intention to go home, call your detailer to ensure all the requirements have been met and a plan can be finalized.

Now, a few words about attache duty. Attache duty is among the most unique and challenging assignments the Navy has to offer Commanders and Captains. As a Defense or Naval Attache you have the opportunity to work as the senior Navy member of a small joint service team in a foreign country, learn a new language, and experience a foreign culture, all while balancing requirements for multiple bosses, including an Ambassador, DIA, and the Navy Theater CINC. These are assignments that demand independence, resourcefulness, diplomacy, and a spirit of adventure! All attache vacancies are listed on page 39 of this issue. If you and your family are interested in "nontraditional" Navy duty overseas, I encourage you to contact your detailer or CDR Steve Workman in Attache Placement (PERS-4411C), at (703) 614-3072.

My last topic concerns joint duty requirements for promotion to flag. Title 10 U.S.C. (originally the Goldwater-Nichols DoD Reorganization Act of 1986) states that "An officer of the Navy ... may not be appointed to the grade of rear admiral (lower half) unless the officer has completed a full tour of duty in a joint duty assignment." We are currently clarifying joint AQD coding and reviewing O-6 service records to ensure joint duty AQD codes accurately reflect the joint duty officers have accumulated throughout their careers. Officers who already have a joint AQD, but whose tour does not meet the requirement of "a full tour of duty in a joint duty assignment" will be notified following the review. More information on Joint Duty can be found on page 4.

Don't hesitate to call us if you have questions on these or any other important issues. Your detailers are not only here to help you find your next assignment, but to discuss all the details and concerns regarding your career progression.

## **Education/Subspecialties & Joint Picture**

Education {PERS-440}: DSN 224-3321; commercial (703) 614-3321; fax (703) 614-4047 Joint {PERS-45J}: DSN 223-2345/0036; commercial (703) 693-2345/0036; fax (703) 695-9343

## Foreign Service Colleges

Interested in foreign military strategy, international relations, and diplomacy? How about spending a year of study in Euorpe, South America, South Africa, or India? Exciting opportunities for Unrestricted Line officers [LCDR(sel) through CAPT] exist to study naval warfare at various foreign service colleges (Phase I JPME equivalent credit is granted). Courses are usually taught in the host country's native language. Officers requiring foreign language training will attend the Defense Language Institute (DLI) in Monterey, CA prior to traveling overseas. Quotas are limited. Remaining 1997/1998 seats are listed below:

Junior Colleges	<b>Language</b>	<b>DLI Date</b>	<b>College Dates</b>	Rank/Desig
Royal Australian Navy Staff Coll	English	N/A	9801-9806	LCDR/1110
French Joint Defense College	French	9804	9902-0006	LCDR/13X0
Brazilian Naval War College	Portuguese	9804	9901-9912	LCDR/13X0
Chilean Naval War College	Spanish	9806	9901-9912	LCDR/13X0
Uruguayan Naval War College	Spanish	9806	9901-9912	LCDR/1110
Canadian Forces Command and Staff	English	N/A	9807-9907	LCDR/13X0
Senior Colleges				
NATO Defense College	English	N/A	9709-9803	CAPT/13X0
Inter-American Defense College **	Spanish or Portuguese	9710	9708-9806	CAPT or CDR/1110
Royal Defense College (UK)	English	N/A	9801-9812	CAPT/13X0
NATO Defense College	English	N/A	9802-9808	CAPT/1110
South African Naval Command and Staff	English	N/A	9803-9812	CDR/1110
Norwegian National Defense College	Norwegian	9804	9905-0005	CAPT or CDR/1110

<sup>\* 1</sup> year Personnel Exchange Program (PEP) follow-on required.

Contact your detailer today to find out what school would be best for you. r

## Financial Management Subspecialty Opportunities

There has never been a greater need for financial managers in the Navy. As the Navy continues to deal with the results of teh declining defense topline, there is a growing demand for naval officers who can effectively manage the Navy's \$70 billion annual budget. Personnel in the financial management subspecialty have the unique responsiblity of optimizing the use of these resources and eliminating inefficiency and waste. There are many challenging and rewarding billets in the financial managment subspecialty that present the opportunity to "make a difference." These billets include financial analysis, budgeting, cost analysis, and fiscal planning billets at the Office of Budget, OPNAV, Systems Commands, and other major staffs. Additionally, there are a number of comptroller billets available at naval bases, shipyards, on the force and fleet staffs, and other fleet support stations.

For more information, visit the Navy Financial Management Internet site at <a href="http://vweb.secnav.navy.mil/fm">http://vweb.secnav.navy.mil/fm</a> or contact CDR Dave Shafer, DSN 225-0691, (703) 695-0691, or e-mail: <a href="mail-fmb211a@nhbs.secnav.navy.mil">umail\_fmb211a@nhbs.secnav.navy.mil</a> r

LT Jami Counter, PERS-440C

#### From PERS-3 . . .

#### Your Record of the Future—EMPRS

Before 1975, the Bureau of Naval Personnel maintained a folder with your official personnel information for each person in the Navy, active and reserve. Those records were housed in a sea of file cabinets on parts of the third and forth floor of the Navy Annex. Clerks had to retrieve the files and put new documents in the folders as received. When a user or a selection board needed a record, a request form was filled out, the record was pulled, and "charge-out" card was put in its place. If you wanted a copy of your record, it was a major project since copy machines were not what they are today. Most people had to come to Washington to review their records.

In 1975 we converted all of the official personnel records to microfiche format and housed

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<sup>\*\*</sup> IADC conducted at Fort McNair, Washington, DC

them in one wing, on the third floor, of the Navy Annex. Eventually we had some one-million personnel records to which a three-shift contractor staff added upwards of 35,000 images a day—year round. It was, and still is, the largest updatable microfiche records system in the world. One of the many advantages of the mi-

crofiche system which was called the Military Personnel Records system, or MPRS for short, was that multiple copies of the record could be made. The master microfiche never left the MPRS area. When a user, the selection board, or a member wanted a copy, a duplicate was provided. Although the MPRS was a major improvement over the paper records, it is still a labor-intensive process to update, copy and maintain them.

Now comes the new age—the digital image record. Since January 1995 the records of all new Navy officers and enlisted members have been maintained in digital format. The documents are

Continued on pg 33

## Naval War College Offers Local Educational Opportunities

You don't have to travel to Newport, Rhode Island to study at the Naval War College!

The College of Continuing Education (CCE) of the Naval War College will be offering its popular Nonresident Seminar Program in 19 locations around the country beginning this September. College of Continuing Education seminar students who complete the three core courses of Strategy and Policy, National Security Decision Making, and Joint Maritime Operations receive a Naval War College diploma and Joint Professional Military Education (JPME) Phase I credit.

The CNO has characterized service college education as "an essential part of the professional military development of our officer corps," and further stated that "Officers whose assignments do not permit in-resident attendance at a service college should avail themselves of the education offered by the Naval War College, college of Continuing Education."

Nonresident Seminars are led by highly-qualified NWC adjunct faculty members who are augmented by visiting NWC lecturers. The seminars provide an education experience similar in both content and atmosphere to the resident course of study. Nonresident Seminar courses are designed to focus student thought on the enduring principles of war and peace, and the recurring themes which arise from the study of conflict across the ages. The seminars also address the challenges of joint-force operations and they promote lively debate on current issues within the national security environment. Courses are offered at <u>no-cost</u> to the participants, and all course materials are



provided on a loan basis. The Naval War College, and its Nonresident Seminar Program have been accredited by the New England Association of Schools and Colleges. And, many universities will accept transfer credit of up to 7 graduate-level credit-hours for each of the three courses.

The Naval War College Nonresident Seminar Program conducts weekly three-hour evening sessions during an academic year from September through April. Seminars will be offered for the academic year 1997-98 at the following locations:

Annapolis, MD Jacksonville, FL Patuxent River, MD Athens, GA Kings Bay, GA\* Pearl Harbor, HI\* Corpus Christi, TX\* Monterey, CA Pensacola, FL Dahlgren, VA

New Orleans, LA San Diego Everett, WA Newport, RI San Francisco\* Ft. Meade, MD Norfolk, VA Washington, DC Great Lakes, IL

\* sites are tentative pending resolution of current budget constraints

The Naval War College accepts Nonresident Seminar Program applications from commissioned officers and DoD civilian employees subject to the following eligibility requirements: members of the sea services (Navy, Marine Corps, and Coast Guard) must be in grade O-3 or above, while officers from other services must be O-4 or above. Department of Defense civilians in the grade of GS-11 or above are also eligible for enrollment. Requests for enrollment will be accepted until July 1, 1997. You may obtain a Nonresident Program Information Guide which provides detailed information regarding enrollment procedures and an application by calling the Naval War College, DSN 948-6519, or commercial (401) 841-6519, or e-mail at cce@usnwc.edu.

CAPT John Jackson, the Director of the College of Continuing Education, has stated: "This is a su-

perb opportunity to improve you professional knowledge, gain insights into important defense issues, and earn JPME Phase I credit. There is no out-of-pocket cost, and you even get graduate credit toward an advanced degree. Enrollment is limited ... so apply NOW"

## O Joint

#### 1. What is the difference between a JS5 and JS9 AQD?

Both these AQDs represent officers who have been selected as JSOs. URL officers transferred from their joint tour early as a Critical Occupational Specialist (COS) receive a JS9.

## 2. What are the tour length requirements for full Joint Duty credit?

Most joint tours are 36 months long, however, some overseas tours are 24 months. URL officers (COS officers) can receive credit after 22 months in a 36 month joint tour, if being assigned to an operational tour.



#### 3. When can I begin joint education and start a joint job?

Although it is never too early to start thinking about joint duty, the earliest point in your career that you can receive credit for a joint tour or begin your joint education is as a LT. The only way to receive credit as a LT would be to fill a LCDR Joint Duty Assignment List billet since all joint billets are designated LCDR or above.

#### 4. What are JS3 and JS4 AQDs used for?

JS3 and JS4 AQDs are purely administrative codes assigned semiannually to officers who have either completed JPME and are serving in a joint job (JS3), or are URL officers without JPME serving in a joint job (JS4). Selection boards do not consider the JS3 and JS4 AQDs since they are only used for administrative tracking.

## 5. How can I start phase I education through a non-resident program?

Each service has a JPME phase I non-resident program. Completion of any of the service programs counts for phase I and is considered equivalent in all respects for joint educational credit. The following are the service programs and points of contact:

<u>Service</u>	<u>College</u>	<u>Min. paygrade</u>	Number (DSN)
USAF	Command & Staff	LCDR (sel)	493-7901
USA	Command & Staff	LCDR (sel)	522-5407
USN	Command & Staff	LT	948-2135

**Points of Contact.** Joint information questions should be directed to PERS-45J. Please note new e-mail addresses to reflect recent office code changes. If you had our office included in a group address, you must change the address for us to continue receiving your mail.

Old ID	<u>Name</u>	New ID	<b>Commercial</b>	<u>Autovon</u>
P455	Vacant	P45J	N/A	N/A
P455A	LCDR Alan Grace	P45J1	(703) 693-0036	DSN 223-0036
P455B	LT Mike Velasquez	P45J2	(703) 614-2148	DSN 224-2048
P455C	LTJG Sean Kelliher	P45J3	(703) 693-2312	DSN 223-2312 r

## The Joint Duty Assignment List on BUPERS Access

The following procedure allows you to view Navy Joint Duty Assignments using BUPERS Access:

- 1. Login to BUPERS Access (Do so using your PC/modem, call 1-800-346-0217). You will have to log in for account verification the first time. The next time you log in (24 hours min) you will have full access.
- 2. Select (1) for Detailers
- 3. Select (1) for JDAL

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## **Acquisition Professional Picture**

{PERS-2MM/447}: DSN 227-8761 commercial (703) 697-8761; fax (703) 614-4047

## Call for APC Applications

It's that time of year again to submit applications for the APC Selection Board which convenes 25 August. The NAVADMIN message will be released the first part of June requiring applications to be in by 18 July. The process will be the same as previous boards. Thus, if you have a copy of a previous NAVADMIN the information is still applicable. For the URLs there is still a tremendous need for APC members to fill critically coded billets. The key to selection and success in the community is to gain acquisition experience early in your career. Selection requirements are: 4 years acquisition experience (1 year is credited for a college degree), and up to 18 months for CDR command. Turns out you need one tour! So if you have an interest in managing the development and procurement of weapon systems as you come up for that well earned shore tour, ask for an acquisition coded job. Thinking about this as a CDR is too late. It requires early career planning. The acquisition career path for the URL is not an alternative path to CAPT or flag. It is a successful warfare career with acquisition shore tours through CDR Command and then a commitment to acquisition for the remainder. This challenging and exciting career path requires early planning. Sources of information are SECNAVINST 5300.36, DOD 5000.58, DOD 5000.52M, Defense Acquisition University (DAU) Catalog, and a guide called "Welcome to the Acquisition Workforce" by the Navy DACM.

#### Career Path for RL and Staff Officers

For the restricted line and staff officers; your communities have completely incorporated the APC into your career paths. You can expect to be in and out of the acquisition workforce throughout your careers. The 1440s and 1510s will be more in than out. It has become an "expected" qualification for success. Thus the key for APC Board selection is to be completely qualified: education, experience, and training. Do not expect waivers!

## Decifering the AQD Designator

Acquisition has three types of AQDs: 1) personnel related, 2) billet related, and 3) APC related. The common tread is that they all start with "A". The personnel (or personal) are those that appear in your record or ODCR. They signify your experience or qualification in the acquisition workforce. The second letter in the personnel AQD indicates the career field or position category. The third character is a number-1, 2, or 3-which indicates what level you are certified to. Thus when you send in your certification paperwork a personnel AQD is added or updated in your record. Billet AQDs are used to identify acquisition billets. To be a member of the acquisition workforce, your billet must have an acquisition AQD. In this case the first two letters have the same rules as the personnel AQD. The third letter indicates that the billet is developmental (D), noncritical (N), or critical (C). The APC related AQD is APM, which is given to those who are members of the APC.

## APC Detailing Process Basics

Now with the understanding of the AQD designator, you can see that an ideal detailing process would match the personnel AQD with the billet AQD. Since this process would be far to constraining, you are considered in the acquisition workforce when in a coded billet. This is important to gain experience and to qualify for DAU school quotas. (Only APC members or those in acquisition billets get DACM funding and priority into DAU schools.) As is, non-critically coded billets can be filled by anyone and critical billets must be filled by APC members. However, once you're in a coded billet you have 18 months to be certified to the appropriate level for that billet AQD code. This issue is being looked at more closely. Currently only 27% of the acquisition workforce officers are certified to the correct billet level and functional area.

One last reminder, the fulfillment process for courses ends October 1, 1997. r

CAPT Dan Brown, PERS-2MM/447 Acquisition Professional (AP) Advisor e-mail p447@bupers.navy.mil

## **Surface Picture**



{PERS-41}: DSN 224-8341; commercial (703) 614-8341; fax (703) 614-xxxx: {41} 5184; {412} 5185; {414} 5168; {410/411/413/415/416} 8786

## O Captain's Corner

s we move into the summer detailing window, we are committed to making every move count, placing the best qualified officers where they are best suited within our PCS budget. While we have allocated the majority of our available PCS funds, we are managing the impact of a several hundred move funding shortfall. Funding moves to command, JPME, and Joint Duty remain our top priority. Additionally, we have many ships and staffs that are not in fleet concentration areas (FCAs) that require timely reliefs, and I am committed to keeping overseas ships and staffs manned without having to keep officers stationed overseas any longer than necessary. Unfortunately, unless we receive additional PCS funding for FY97, several hundred officers will be held on station until next fiscal year. This is an unfortunate situation and any officer that we plan to hold beyond PRD will be contacted by their detailer.

The FY98 Surface Major Command Board is scheduled to convene 27 OCT 1997. It is time to order and thoroughly review your microfiche to ensure that your record is accurately represented at the board (ie., FITREPs, awards, photo.) Please follow MILPERSMAN article 5010110 regarding microfiche processing.

**Congratulations to the 185 New XOs** recently chosen from 488 records. Well done to each of you achieving this important career milestone.

How to Improve Your Promotion/Screening Chances. We are in the midst of board season and are spending a lot of time and effort to ensure the most up-to-date record is presented for you. However, YOU need to take an active role in getting your FITREPs, qualifications, awards, and other changes to us (or the appropriate office at BUPERS) in plenty of time before YOUR next board. If you haven't seen your microfiche within the past two years, I would highly recommend ordering it today!

**Communications**. We want to hear from you! With the dawning of the information age, communication by e-mail enables us to respond to you in a quick and effective

manner. An e-mail response from the Bureau carries the same weight as a signed letter and gets generated, chopped, and transmitted much quicker. Use the latest technology to com-

municate so we can better support you—our customer. Each detailer's e-mail address is on pgs 36-37.

**Hail and Farewell**. I want to add my personal well done to the following departing shipmates for their outstanding efforts at PERS-41:

- LCDR Mike Barrington, en route to DIA.
- LCDR Allen Stubblefield, reporting to BENFOLD (CG 65) as XO

I also want to welcome the following new shipmates to PERS-41:

- LCDR Rich Landholt reported as the Amphib placement officer (PERS-413F) after being relieved as CO of MCM Rotational Crew FOXTROT.

Stay safe!

CAPT P. W. Marzluff, PERS-41 Director, Surface Officer Distribution Division e-mail p41@bupers.navy.mil

O Surface CDR {PERS-410}





**Experienced SWO Commanders Needed!** The traditional sea shore rotation continues to be an essential part of the SWO career pattern for both command screened and non-command screened officers. Those officers not selected for command at sea and who are now ashore can expect to be assigned to a sea or overseas billet at their PRD. Typical assignments include:

Sea DESRON/PHIBRON CSO Battlegroup/Afloat Staffs LHA/LHD/LCC Ops Officer LCC XO Overseas
Shore Staffs
Missions/Embassies
XO Fleet Facilities
XO Admin Support Units

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**Liaison Officers.** These jobs require experienced SWOs from all communities (AMPHIB/CRUDES/CLF) and capitalize on your background (Engineering, Operations, Combat Systems, Joint Qualifications, language skills, and postgraduate education). In order to ensure those officers currently serving in these assignments roll within their PRD, we must follow the sea-shore rotation. As you prepare to negotiate orders and update your duty preference card it is important to consider these types of billets ... especially if you are completing a shore tour.

**CDR Command Screening Board**. Now is a great time to start reviewing your record for the next Command Screening Board:

- Your photo is considered current if "within three months after acceptance of each promotion."
- Don't assume that since you sent your FITREP in for the last board that this material is now in your official record. Material included in a letter to the President of a previous board is discarded after the board. You must submit FITREPs, photos and awards through the appropriate channels (See pg 41) for inclusion in your official record. Order your PSR and microfiche record.

O Surface LCDR {PERS-411}





**XO Board.** PERS-411 recently completed the FY98 Surface LCDR CO/XO screening board. Congratulations to those officers who screened for LCDR Command, Ship XO, or Other XO. You will be formally notified by mail of your screening. You can help us in advance by faxing in a current XO Duty Preference Card ASAP. If you screened on your second or third look there is a strong possibility that you will be slated on the May 1997 slate which makes receipt of your preferences critical. For those who did not screen, we recommend you contact your detailer to help ascertain where you may have had a problem. He can also counsel you on recommended future assignments.

**PCS Funding Shortfall.** As you may have read in recent *Perspective* articles as well as Navy News, we are currently experiencing significant under funding in our PCS account. This affects FY97 PCS moves with estimated detachment dates on or before September 1997. Within PERS-411, approximately 80 moves are on hold pending resolution of the funding shortage with an average cost of \$12,500 each. We are unsure of the ultimate outcome, but some moves could be delayed until October 1997. Please bear with us as we work to mitigate this situation over the next several months.

CAPT R.L. Chapman, PERS-410 Head, Surface CDR Assignments e-mail p410@bupers.navy.mil

Joint Professional Military Education. LCDR Pat O'Rourke provided an excellent breakdown of JPME quota procedures in our last issue. Remember to get your name on the list early. Naval War College is currently filled through November 1998. Limited seats remain for other service colleges and foreign war colleges through Summer 1998.

Temporary Early Retirement Authority (TERA) Update. Informal liaison with the TERA policy branch indicates that the program may not be available in FY98. If TERA is no longer an option, we expect that LCDRs who fail to select to CDR twice will most likely be continued to 20 years to allow retirement. If you fall into this category, you can expect a standard sea/shore rotation until retirement. We expect a firm policy to be formally announced in the late spring time frame. In any case, contact your detailer, LCDR Delaney for further details.

**Service Record Photos.** A recent revision to MILPERSMAN 5020140 has relaxed the requirement for full length service record photos. A current photo is now only required within 3 months after accepting each promotion. They should still be submitted on NAVPERS Form 1070/10 to PERS-313C1.

LCDR John Chandler, PERS-411 Head, Surface LCDR Assignment Branch e-mail p411@bupers.navy.mil

## ○ Surface Junior Officer {PERS-412}

"The Process." One of the best deals about being the "Head SWO JO Detailer" is the chance to visit the waterfront and meet you, our constituents. I've had the good fortune to be able to escape the clutches of DC on a few occasions to visit with many of you in the fleet and field questions about the officer distribution process. Some of the many questions we are asked frequently include:

"How does the slating process work?"

"When should I be contacting the detailer to discuss my next set of orders?"

"What if I ask my command to move my PRD?"

"I really would like to stay in the area for my next assignment, is that possible?"

In many cases, your detailer can give you some specific information pertaining to your career situation at present, but given all the possible variables that can influence each individual's career (qualification status, ship's schedules, family matters, etc.) what was once timely career advice may not still be relevant when you next speak with your detailer.

When we go out to wardrooms to provide you with the latest SWO community career presentation, we endeavor to provide you with a perspective of the officer distribution environment. This is known as the "detailing triad" — our goal of balancing every officer's career needs and personal needs with "the needs of the Navy." If we are doing our job right, the sides of this "detailing triangle" (career, personal, Navy needs) are all equal. However, all of us with any time in this business have faced times where discussions with detailers included phrases such as "what you asked for just isn't available," or "this is a good job which meets your career needs and is one that we just have to fill."

All of our detailers are intimately familiar with the SWO community's career progression milestones, know when an officer needs to move on, and to what kind of career enhancing assignment. The real challenge, however, is balancing the personal desires of a constituent given "the needs of the Navy." And, "the needs of the Navy" as it pertains to our role as assignment officers is really the process we face here in PERS-412 to fill the jobs our counterparts holding down desks as placement officers tell us they need filled.

What are some of the mechanics associated with "the process?" Well, they include the tools we use at the Bureau to catalog and track each officer and wardroom. Tools such as command LORTARPs (Long Range Training, Assignment, and Rotation Plans), officer Planned Rotation Dates (**PRDs**), and the month the placement officer is willing to make an officer available for orders (your availability, or "avail date"). There is also the month in which the placement officer needs you (or your relief) to detach from the current assignment to arrive at the next duty station on time for turnover—the billet's "fill date." The fill date also takes into account any pipeline training or travel requirements associated with the billet.

Then there are the slating processes associated with certain career milestones (second Divo tour, first and second Department Head tour, etc.), billet screening

continued on pg 40

## O Surface Nuclear {PERS-412N}



#### Surface Nuclear Officer Detailer Visits.

CDR Janikowsky and I will make a number of trips this summer and fall to touch base with you in person and discuss your career plans. We will also update you on the latest information regarding surface warfare and SWO(N) community issues. Our anticipated schedule includes trips to Norfolk, Ballston Spa, Newport, Charleston, Orlando, Bremerton, and San Diego. We will get the word out well in advance and we encourage you to attend our briefings and schedule appointments for personal interviews, even if you are not up for orders in the next 12 months. We'll bring the most up-to-date information and statistics, help you map out your career, and provide options for you to consider. The more we communicate, the easier it is to satisfy your career desires.

Nuclear Shore Duty Openings for LTs. As we stated in the last *Perspective*, shore duty at prototype offers you an excellent opportunity to gain invaluable experience in the department head equivalent billet of shift engineer. As a prototype instructor, you will obtain a "silver bullet" letter for use in obtaining orders for your first department head tour. Given the availability on your department head slate, you will be assigned either your first choice of ship type, billet, or home port. Nuclear Power School instructor billets offer an excellent opportunity to increase your

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nuclear expertise and obtain a master's degree at night. Nuclear Power School instructors obtain a home port guarantee for their first department head tour. There are several other nuclear-coded billets available over the next 8 months which provide an opportunity for you to capitalize on your nuclear expertise and also have a significant impact on the nuclear officer and enlisted communities for years to come. For officers interested in pursuing PC command, nuclear shore duty is a great option because all nuclear shore billets reset your "nuclear clock". The nuclear shore billets available through December 1998 are as follows:

Charleston, SC **NPTU** MAY, SEP 1998 Ballston Spa, NY **NPTU** JUN, JUL, DEC 1998 Orlando, FL \* **NPS** JAN, FEB, JUN 1998 Washington, DC PERS-241A **OCT 1997** Millington, TN PERS-424A APR 1998 Norfolk, VA Force RADCON FEB 1998 San Diego, CA MTT **DEC 1997** 

\* moving to Charleston in late 1998.

**Prospective Nuclear Engineer Officer (PNEO) Exam.** The prerequisites for taking the PNEO exam are found in BUPERSINST 1540.41 and include having served a minimum of two years on board a nuclear powered ship as a nuclear trained officer. Officers who have completed a topside division officer tour prior to reporting to their first nuclear powered ship must only serve a minimum of one year as a nuclear division officer. Please read and understand the requirements, track your progress toward PNEO, and schedule your exam early. To schedule an exam. call LT Mike Brunner (PERS-421C), at (703) 695-4039, DSN 225. The PNEO exams scheduled in the near future are listed as follows: May 5, 19; June 2, 16; July 7, 21; and Aug 4, 5.

PG School, NROTC Instructor, and USNA **Company Officer Slates.** One of the best options for you to consider on your first shore tour are billets at Naval Postgraduate School, NROTC instructor duty, and Naval Academy Company Officers. Each offers the opportunity for obtaining a master's degree. Postgraduate School seats for all of calendar year 1998 will be out late Summer of this year. We expect NROTC instructor billet availabilities for 1998 to be approved by late June. If your PRD is anytime during 1998 and you desire one of these high demand 1110 billets-right now is the time to call me! These billets fill up quickly. Let me know if you're interested as soon as

possible so I can work to slate you into the program of your choice. You do not need to have earned your SWO pin or completed your PNEO exam to be slated to these billets.

Overseas tours and the Personnel Exchange Program (PEP). Assignment overseas is extremely popular and the few billets available tend to fill very early. If you are interested in an overseas assignment, make sure you contact me at least 18 months prior to your PRD.

Keep in Touch. Please call me at any time, but make sure you give me a call at least one year prior to your PRD.

> LCDR Ed Mullen, PERS-412N Surface Nuclear Officer Assignments e-mail p412n@bupers.navv.mil

## O Surface Placement {PERS-413}



**LORTARPs**. The LORTARP is still the best way to keep us honest on officer manning issues concerning your wardroom. Please include your inport and underway phone numbers so we can avoid "message tag" and resolve issues as soon as possible. Keeping your commands manned up is a dynamic process; by sending us a LORTARP every 3-4 months we can keep each other up dated on manning issues. Keeping the lines of communication open will help us smooth out unforeseeable last minute changes to the assignment process.

## **New Placement Organization:**

PERS-413	CDR Tom Carney (Placement branch head, CDG staffs, CNSL/CNSP staffs, SWOS, MSC)
PERS-413A	LCDR Mike Fierro (Lant CRUDES and DESRON staffs)
PERS-413B	LCDR Bill Ault (Pac CRUDES and DESRON staffs)
PERS-413E	LCDR John Kersh (CLF, PC, USNS, Trning, MW)
PERS-413F	LCDR Rich Landholt (Amphib staff and ships)

**Divo Sequencing Plan.** The hardest part of the placement process continues to be tracking the division officer plan. Please contact us or the detailers as soon as possible if one of your JOs is not going to roll at PRD for whatever reason. The time line for getting these officers to their next tour with a new training track is very tight and becomes even more difficult to manage when the first "link" in the chain does not rotate on time. Again, frequent communication will help us help you.

> CDR Tom Carney, PERS-413 Head, Surface Ship Placement e-mail p413@bupers.navy.mil

# O Surface LDO/CWO {PERS-414}



New accessions. Congratulations to all the new LDO/CWOs. Each of you should have received a letter from your individual detailer about your assignment options. We encourage you to contact us at any point in your career, by whatever means available, to discuss issues affecting your future in this very competitive community. We will advise you how to stay competitive, basing this advice on your professional needs, personal needs, and the needs of the Navy. Our advice is based on what we learn from trends of recent selection boards and what other personnel are doing in your promotion group. Remember, we are not only your detailer, but also your career counselor.

**Billet changes and NMPO.** Typically, we try to pencil our constituents into an assignment 9-12 months prior to their established PRD. In the last year, there have been a significant number of billet changes that have impacted our ability to keep an assignment on track. Two significant changes are: 1) billets being gapped due to NMPO and 2) command reorganization that delete or downgrade billets.

The Navy Manning Plan for Officers (NMPO) is designed to provide activities their fair share of distributable officer assets. If an activity declares a particular billet as an NMPO gap—because their fair share of officers is less than their authorized billets (BA)—that billet will not be filled.

In either case, if a change occurs and you are being considered for an affected billet, you can expect a call from your detailer to discuss assignment options. We will do everything possible to meet your career and personal needs. Keeping your duty preference card up to date will also facilitate this process.

Show me the money. PCS funding shortfalls are a fact of life and a condition that detailers live with year in and year out. Our goal is to keep you competitive by filling career enhancing billets that have a valid vacancy and minimize cost to the Navy. If we can do that by keeping you in your current geographic location, then that's terrific.

If you're interested in keeping your family in the same place, here are some ways you can help us do just that:

- a back-to-back sea tours,
- <sup>a</sup> or an unaccompanied tour overseas as a means of securing a longer shore assignment in that same area as a follow-on.

As always, contact your detailer today so we can discuss the available options. Best regards and keep in touch. r

> CDR Paul Williamson, PERS-414 Head, LDO/CWO Assignments e-mail p414@bupers.navy.mil

# ○ Special Warfare {PERS-415}



**CO/XO slating.** All CO and XO slatings for CY97 have been completed. I will slate XOs for the first half of FY98 in Jun/Jul. For those XO screened officers, your slating must occur early enough so that you receive an XO Fitness Report prior to the CDR Selection Board. Check the lineal list for your estimated timing. If you have concerns, don't hesitate to call.

Your next assignment... If you are nearing completion of an assignment that included a deployment (OIC, AOIC, etc.), and your PRD is 9-12 months away, best to get on the phone and see where I can send you. Manning in the community is such that we cannot afford even a couple months extra in an assignment after your deployment is over. There are many opportunities out there in which to excel, take advantage of them. Remember that any assignment is only as good as YOU make it.

**Postgraduate Education.** Attending one of several military war colleges continues to be a multiple ticket puncher: Joint Professional Military Education (JPME) and a masters concurrently. These orders continue to have the highest priority even during PCS shortfalls, and they are from 10-12 months in duration. Call today to get your name on the list.

- 4 CAPT/CDR annually: NWC (2), National War College (1), and the Industrial College of the Armed Forces (1).
- 9 LCDR/LT annual slots: NPS (5), NWC (2), Army Command and Staff College (1 LCDR), and U.S. Marine Corps Command and Staff College (1 LCDR).

There are also several foreign war college opportunities and selected billets/opportunities at major universities. These opportunities are highly sought after so it pays to get your preferences to me early.

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#### Assignment opportunities.

Command	<u>Rank</u>	<u>Billet</u>	Fill date
CNAVDOCOM	LCDR	Staff Plans	ASAP
NAS FALLON	LCDR	Instructor	ASAP
SOCKOREA	LCDR	Maritime Ops	ASAP
NSWU-1	LT	Ops/Plans	ASAP
NSWC DET YUMA	LT	XO/Instructor	ASAP
NSWU 4	LT	Ops Off	ASAP
OPNAV	LT	Program Off	ASAP
NAVSEA	LT (2)	SPECWAR Off	ASAP
SBU-20	LT (5)	Ops/Plans/Trng	ASAP
SBU-12	LT (4)	Ops/Plans/Trng	ASAP
CINCPACFLT	CDR	Ops/Plans	9710
SDVT-1	LT (2)	OIC	9710
SCIATTS RODMAN	LT	XO	9710
NSWC Key West	LT	Instructor	9710
JICPAC	LT	Contingency Ops	9710

**Upcoming Boards.** It's time to review your record if you are going before any of the following boards. If you are before any of these boards, fax me any fitness reports and awards you've received within the last 12 months to (703) 614-8786.

2 -18 Jun 97 Transfer/Redesignation Board
 23 Jul-2 Aug 97 LT Promotion Board

**Detailer Trips.** I plan to be in both Norfolk and Coronado during May/June. For OCONUS commands, if you can provide the TAD funding, I can work a visit in conjunction with an already scheduled trip. r

CDR Tucker Campion, PERS-415 Head, Special Warfare Assignment and Placement e-mail p415@bupers.navy.mil

## O Special Operations {PERS-416}



**Seven new LDO/CWOs!** Congratulations to each of our newly selected LDOs and CWOs. We picked up a total of three LDOs and four CWOs. We will continue to grow in both of these technical specialties as we re-align some traditional 1140 billets to the LDO/CWO community.

**Interested in becoming a Special Operations Officer?** The FY98 lateral transfer/redesignation board meets the first week in July. Packages are due NLT 13 June. MILPERSMAN 1420180 is the governing article and lists all requirements. The quota for lateral transfers this year is seven.

The selection competition is keen: about one out of every three applicants is selected. Important qualities looked at are afloat qualifications (SWO/EOOW/TAO), SPECOPS PT screening scores (don't just pass the test, get the best scores you can), competitive FITREPs and year groups. The ideal officer has 3-5 years of service, has early or must promotes on FITREPs, has qualified SWO/EOOW/TAO, and has the maximum PT test score.

If you are thinking of applying, give me a call. Just do it.

## **Assignment Opportunities:**

Command	<u>Rank</u>	<u>Desig</u>	<u>Billet</u>	Fill Date
EODGRU 1	LT	6480	Staff Red/Gen	ASAP
EODTEU 2	CW04	7480	Tech Inst	ASAP
CDU	LT	1140	XO	9707
NAVSCOL EOD	LT	6480	ED Facilities	9707
MWTC	LT	1140	Instructor	9709
DET CRANE	ENS	6480	OIC	9710
DET SIGONELLA	LT	1140	OIC	9710
EODTECHDIV	LT	1140	EOD Proj Off	9710
PEP UK Kent	LT	6480	Trng Off	9711
NSWCD	LCDR	1140	PGM MG WEP	9712
NOC IND HD	LCDR	1140	INV CLT/RSS&I	9712
EODMU 2 DET GITMO	LT	6480	OIC	9712
NOC D AMCCOM	LCDR	1140	Staff Liaison	9801
NAVMAG LLL	LCDR	1140	Ord Off	9801
NAVSEA OOC	LCDR	1140	OOC 32	9801
PEP AUST	LT	1140	<b>EOD Crse Inst</b>	9805

**Newsletter.** I will be sending out a newsletter within the next couple of months. It will discuss the community vision and what it means in terms of our career path. The foundation of the community will be EOD and Mine Warfare, with D&S and EOM remaining important competitive functional areas.

Stay in Touch and Keep Charging! r

LCDR Gary R. Windhorst, PERS-416 Head, Special Operations Assignments and Placement e-mail p416@bupers.navy.mil

## Submarine Picture



{PERS-42}: DSN 225-0687; commercial toll free 1-800-526-3583; fax (703) 614-8609

## O Captain's Corner

Some of the most diverse and rewarding assignments we make at the CAPT level are to billets for Commanding Officer and Professor of Naval Science at a Naval Reserve Officer Training Unit. The opportunity to educate and mold the future leaders of the Navy in an active campus environment is one of the main attractions to these jobs, which are becoming increasingly popular and more restrictive in selectivity. Nearly all uviversities now require a master's degree for all PNS candidates, regardless of technical background. If you desire to play for such assignments in the future, ensure you are on track to get an advanced degree during shore duty opportunites enroute to CAPT selection.

We have now completed the final assignments of CAPT Major Commanders to TRIDENT SSBN command with the final five officers in the training pipeline this year. SUBRONs 16 and 20 transition to major commands (instead of sequential major commands) this year; SUBRON 17 will transition in 1998. Major Command opportunity for submarine officers will remain at approximately 70% with the recent squadron realignments and additional URL major shore command assignments allocated to 1120s in the future.

CAPT Mike Feeley, PERS-42 Director, Submarine Distribution Division e-mail p42@bupers.navy.mil

## O Detailer Notes

## Continuous Submarine Duty Pay

Continuous Submarine Duty Pay (CONSUBPAY) is governed by SECNAVINST 7220.80C. This instruction sets forth the requirements for total operational submarine service (TOSS) to be reached by career gates of 12 and 18 years from the submarine service entry date. The submarine service entry date (SSED) is also defined in SECNAVINST 7220.80C. For most officers the SSED is the day they started classes at nuclear power school.

At twelve years of submarine service an officer must have earned 72 months of TOSS to continue receiving CONSUBPAY. At eighteen years of submarine service an officer is eligible to receive CONSUBPAY either through 22 years of commissioned service if he has earned 96 months of TOSS or through 26 years of *commissioned* service if he has earned 120 months of TOSS.

Failure to reach the required TOSS at these gates will result in a permanent loss of CONSUBPAY. Such individuals will be eligible for operational submarine duty incentive pay (OPSUBPAY), when assigned to submarines or submarine command staffs

Before tallying up your own TOSS, bear in mind that schools leading directly to submarine duty (e.g. NNPS, SOBC, SOAC, PXO, PCO, etc.) also count for TOSS. The average 1120 career path ensures that sufficient TOSS will be acquired to receive CONSUBPAY through 26 years of commissioned service. If your career path has diverged significantly from the normal sea/shore rotation or includes three shore tours prior to command then contact your detailer to conduct a TOSS audit.

## Nuclear Power School GREEMAIN Elimination

In an effort to ensure our best junior officers are undeterred in their efforts of taking on the most challenging instructor duty, the greemain previously incurred by officers accepting Nuclear Power School teaching assignments has been eliminated. NPS instructors will now be provided the opportunity to experience "shore duty" without making an up front major career decision of whether or not to return to sea. This initiative, coupled with the elimination of **USNA** Company Officer and NROTC greemains, removes the additional service requirements for all junior officer shore tours except those directly providing masters degrees. Our expectation is that the competition for NPS instructor billets will become much tighter, so plan ahead!

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## Nominative Assignments

In order to facilitate future assignment nominations to joint or Navy commands, all CAPTs and CAPT-selects should update your biographies and provide a current, 8x10 standard head and shoulders photograph. Please send your biographies and photographs to BUPERS (attn: PERS-42S) and include a 3.5 inch disk in WP 6.1 or lower format.

## Career Management Past Final Screening

The May-June 1996 issue of *Perspective* discussed the career opportunities for those officers who have passed their final screening opportunity for submarine command or executive officer. With the approach of the FY98 Submarine CO/XO screening board, revisiting this subject in greater depth is appropriate.

It is an unfortunate side effect of the Navy drawdown that officers in year groups sized to meet the demands for 200 submarine crews reached their screening gates when the submarine force was much smaller. Rather than involuntarily separating our officers we allowed all comers to stay Navy and compete for the reduced numbers of commands. This has resulted in some high quality, dedicated naval officers finding their careers as submarine drivers cut short. However, this does not mean that we do not need and desire these officers to continue their careers in the Navy and in support of the submarine force. I want to highlight exactly the ways in which we intend for them to do just that.

**PNEO Examinations.** The following dates for the PNEO exam are provided for planning purposes. If you would like to sign up for an exam contact LT Mike Brunner at DSN 225-4039 or (703) 695-4039. Exam seats are filling eight weeks in advance.

02 JUN 97 16 JUN 97 07 JUL 97 21 JUL 97 04 AUG 97 05 AUG 97 We have mapped out four new career paths down which these submariners can progress: Training Specialist, Management Specialist/Analyst, Military Policy Specialist, or a path that blends elements of all of the above with a view towards maximizing geographic stability (i.e. homebasing).

#### Training Specialist

Those officers pursuing this path will pass on their valuable experience to the fleet and be accorded the opportunity to earn an advanced degree. The training skills they acquire will be easily transferable in or out of the Navy. Sample assignments in this path include Naval Submarine School, Submarine Training Facilities, Postgraduate School, War College, U.S. Naval Academy, and NROTC Unit billets.

#### Management Specialist/Analyst

The high degree of specialized submarine training makes our officers particularly adept at managing and analyzing navy programs. This includes submarine specific projects as a member of the OPNAV or DEVRON staffs or Navy wide projects administered by the Arms Control & Disarmament Agency, COMOPTEVFOR, and Space Warfare Systems Command, among others. This path also allows for opportunities to pursue postgraduate education and enhances the experience and skills needed for a transition to the civilian workforce if desired.

#### Military-Political Specialist

In this path, 1120 officers will contribute the submarine experience and perspective to generate national security policy. It will require a postgraduate degree and subspecialty. Assignments will include joint duty and DC staff assignments as well as the opportunity to serve overseas. This path will provide excellent preparation for non-military government service and consulting.

#### Home Basing

A few of our officers will be able to pursue a path that allows maximum geographic stability by staying in commands in the major submarine home ports (New London, Pearl Harbor, Norfolk, Kings Bay, Bangor). The assignments in these areas could include non-traditional sea assignments to DH or XO billets, training facilities, group or TYCOM staffs, and SUBASE/NAVBASE billets.

In all four of these career paths, the officer past his final screening opportunity remains an 1120, submarine warfare qualified individual. He will continue to support the submarine force. These options were developed to better define the paths for service through retirement eligibility and to give visibility to the importance of this cadre of professionals to the health of the community. Lateral transfer/redesignation to a restricted line community (such as Engineering Duty, Cryptology, etc.) remains a viable option for some. r

## **Aviation Picture**





## Fax: DSN 225-1715, commercial (703) 695-1751

## O Captain's Corner

In the previous *Perspective*, I outlined the upcoming administrative board schedule. I hope you've taken the opportunity to check/verify the completeness of your portfolio as I recommended. When a board commences their important work, they have little time to determine why some particular piece of information might be missing. Your "life-span" in front of the voting members can be measured in seconds—trust me, you've really got just one chance to make that all-important first impression. The prudent officer will make sure his or her record tells the whole story, and not leave the membership "guessing." Amen.

Speaking of boards ... we frequently need assistance filling selection and promotion board ranks. This is a great opportunity to take part in the "system" and directly affect the future of our Navy. Please contact

your detailer for the details (who better?).

Another way to have an immediate and long-lasting impact on our officer corps is as a Professor of Naval Science. Aviation will fill the command positions at NROTC units serving Arizona, Miami (Ohio), Missouri, South Carolina, Tulane, and Virginia next year. Some of the universities require a graduate degree. Interested officers are invited to submit their preference now, and selectees will receive notification in November. Remember to consult DOD Ethics guidelines when mailing Christmas packages to BUPERS.

If your travels bring you to Washington, please stop in for a visit. r

CAPT Bob Besal, PERS-43 Director, Aviation Officer Distribution e-mail p43@bupers.navy.mil

# O Aviation CDR Detailer {PERS-431}





The FY97 Aviation Command Screen Board will meet from 5 to 14 August. Now is the perfect time to order your microfiche and make sure everything is current and in its proper place. Although we screen

the records carefully, it is **your** responsibility to ensure your record is complete. As always, sustained superior performance is the key factor in determining who screens and who doesn't. Efforts are currently being undertaken to ensure command opportunity remains near its historical average.

Although we remain critically short of aviation CDRs and PCS funds, the problems are manageable. As always, early and frequent discussions with your detailer will provide you the best opportunity to get orders that meet your personal and professional needs. Call, write, or e-mail us with your game plan and let us do our best for yourself and the Navy.

As we approach the end of the fiscal year, PCS funding shortfalls may cause us to hold or cancel some orders. Our priority remains with getting people to command and filling ship and sea-going staff billets. Shore to shore PCS moves are in the greatest danger of being "bow-waved" into FY98. If you are executing a PCS move before the end of the fiscal year, keep us posted as to your needs so that we can manage this problem with minimal impact.

Keep in touch and don't hesitate to call, write, or visit. Remember, a lousy day of flying is way better than a great day of paperwork!

CDR Miller, PERS-431 Head, CDR Assignment e-mail p431@bupers.navy.mil

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As summer nears let me provide an update on what's "hot" (no pun intended, I'm generally not that witty) here in DC. One of our primary concerns at this time of year is the PCS budget. Unfortunately, all the aviation detailers were under funded by approximately 24% for FY97 which has forced us to "bow-wave" some of our personnel who were planning on moving this fiscal year. By now, everyone who was expecting to move this summer should either have orders or an updated PRD. If you fall into one of these categories and have not been contacted as of yet, please call me ASAP.

With respect to the CAT 1 RIO shortage, we have finally begun to receive a "normal" complement of CAT 1 RIOs in our FRS classes. Class 3-97 is manned with 8 RIOs and we expect these individuals to "hit the fleet" around the end of the year. At that time we will look at all of the CAT 1 RIOs currently in the fleet who have "volunteered" to extend and prioritize those individuals who have been at sea duty the longest. Until then, expect all CAT 1 RIOs to be in "LAR" ("notching" won't help...) for at least a 6 month extension. Before I leave this topic please let me extend my thanks to each and every one of you for your help during this tough time. You're all "great Americans!"

Lastly, let me spend a moment on upcoming billets for post-department heads expecting to rotate prior to, or following the October 31 FITREPs. Presently, there are approximately 22 Tomcat LCDRs who will be up for orders during this period. Looking at past trends for both promotion and Aviation Command screen, I encourage every one of you to consider a "career enhancing" billet in either the joint arena, Washington DC, or NAVAIR. In all cases, every community detailer expects to have top notch players looking for "the right job" to roll during this period. If you want to play for a "good job" in these areas call me soon so we can start working the issue.

LCDR Russ Ariza, PERS-432G e-mail p432g@bupers.navy.mil



Hornet pilots are in demand! The number of varied and challenging job opportunities for F/A-18 pilots continues to grow throughout the Navy. Following your initial sea tour, you can have a direct impact on the future of your community by training future warriors in the cockpit, testing and evaluating tomorrow's hardware and software or developing tactics to employ current and future technology. Following your department head tour, there are a myriad of billets across the spectrum from joint duty to legislative affairs that require carrier strike fighter experience. Best of all, as of March 97, 92% of the Hornet pilots (LCDR and below) were in flying jobs!

For officers rolling to their first shore tour, the most requested billets are PEP and adversary followed by the FRS. For LTs rolling off shore duty, flying jobs on the CVW staff are most popular. For department heads rolling to shore, the most requested tour is Naval War College. In all of these cases, there are more officers than billets available so there will be competition. Fitness reports and qualifications are the primary discriminators in this competition so once again, make sure you keep your record up to date. It is important to remember that the popularity of a billet does not mean it is the only career choice. At all of these career milestones, there are plenty of billets that keep you tracking for promotion and command. We specifically identify officers for these "high demand" billets far in advance to provide time to get every officer a competitive job.

The shortage of PCS funds has made an impact on the detailing process this year. In order to move as many officers as possible at their PRD, I must spend the allocated funds as efficiently as possible. If I have 2 officers equally qualified to fill a billet with competitive records, the billet will probably go to the officer with the lesser PCS cost. Typically, this impacts the fleet pilot that wants to go to the opposite coast for shore duty. Simply put, if I have a qualified officer with a competitive record already on that coast, he or she will get the job. Additionally, some of you will have been told by now to expect to move in October vice at your PRD for funding reasons. We have evaluated every deferral case carefully to minimize the impact, but the hard reality of money has made this a fact of life this year.

Finally, I am your contact at the Bureau. Please don't hesitate to tell me all the factors regarding your preferences. Whether you need information on career path or resignations, I encourage you to call or e-mail me with your questions so you can make your decisions with as many of the facts as possible.

LCDR Mike "Magwai" White, PERS-432F e-mail p432f@bupers.navy.mil

## VAQ/VAM

There will be significant news on the street soon (said the detailer) concerning promotion board results, TERA, severance pay, and continuation pay. Please bear with us as the administrative wheel blazes its path. As a heads up, the Aviation Command Screen Board is in August 97 and the Aviation Dept Head Screen Board is in September 97. Only officers who were "in zone" for the promotion boards were mailed packages to help them prepare. Everyone, however, is reminded to keep their records current to take advantage of all possible opportunities.

"Why stay in Whidbey?" Simply, only VAQ officers can maintain the health of the VAQ community (i.e., FRS, CVWP and ECWS.) The FRS is currently manned at 61%. We need an additional 20 officers (10 pilots and 10 ECMOs). Quite honestly, we will not get there. Although lack of aircraft availability will enable us to get by with less, every 1% helps—especially since the 20 officer requirement is *in addition* to replenishing an average of 14 FRS rollers annually plus officers that resign (8 resignations (5 ECMO/3 pilot) this year).

"Why super-JOs?" Super-JOs were relied upon to fill squadron deficits during the required response time necessary to generate new first tour officers from the Training Command. The worst of the officer shortfall will soon be over as the last of our new squadrons stand up and the A-6 community transitions and initial accessions from the TRACOM have time to take affect.

Your performance record remains the primary tool used to compete for opportunities inside and outside of Whidbey. Multiple EPs are usually required to legitimately compete for the nominative type jobs (JCS Intern, White House Staff, Flag LT/Aide, etc.) At least one "Early Promote" competitive FITREP is required during your first sea tour to be able to "survive" follow-on "NOB" or "1 of 1" shore duty tours. Officers with average records need to enhance their records prior to being "in zone" for promotion and therefore will be encouraged to go to tours where they will continue to compete against their peers. Although personal desires are important, the "needs of the Navy" can significantly help you improve your record and establish a strong reputation within the community.

In closing, as we come to the end of the incredible era of the A-6 Intruder, and as we transition the best officers to help expand the VAQ community, I want to thank you again for your patience and cooperation throughout a uniquely challenging time of coordinating orders. Approximately 40 VAM/VAQ officers' orders have been affected by the infamous PCS funding shortfall. I sincerely appreciate the creativity that you have displayed in tolerating these complications. Take care and fly safe.

LCDR Brian "Hinks" Hinkley, PERS-432K e-mail p432k@bupers.navy.mil

## Naval Postgraduate School

We are open for business again. Additional PCS funds are now available to support the FY97 NPS program. By the time this edition hits the street, 90% of you should have orders on the board or, at least, a verbal detach and report date. If you are interested in starting your graduate education this summer call me. I have slots available in the following areas: Undersea Warfare, Operations Analysis, Operations Logistics, Math, Information Warfare, Aeronautical Engineering with Avionics, and Chemistry.

## War College

It is never too early for you to start talking war college with your community detailer and me. I am starting to take names for the November Naval War College class and to slate the French and Brazil War Colleges. Attending a war college is a great educational opportunity and very career enhancing. Whether you attend Navy, Marine Corps, Army, Air Force, or a foreign war college, you will receive JPME 1 credit for the successful completion of the program.

When trying to decide on a program, consider all the service colleges. They are all equally good. Here are a couple of items I recommend you focus on as part of your deliberations: 1) career timing, 2) war college location, 3) whether you desire a masters degree from a service college or a civilian university (co-op program), and 4) whether you desire to increase your professional knowledge of our sister services or foreign allies with direct interaction with them.

Call me. Lets talk about the different educational opportunities available.

LT Reggie "Baggs" Baker, PERS-432J e-mail p432j@bupers.navy.mil

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VQ

"Show meeeee the money." For those of you on the EP-3 side of the house who selected for the bonus, congratulations! For those of you who didn't, this is not a reason to consider career suicide. The Bonus Selection Board was *not* a preliminary LCDR Selection Board. When 45 folks applied for 11 slots, you had a 24.4% chance of substantially increasing your annual income. The selection rate Navy-wide to LCDR will be 70%. In addition, the selection requirements for the LCDR board **differ greatly** from the Bonus Board. OK, feel better now? Good.

ES-3 folks, I have an A-NAV slot available spring of 98. If you're rolling in this time frame and have a stellar record, you could be a player for this early screen to LCDR slot. For everyone's clarification, I rotate A-NAV slots for each side of VQ. EP-3s are currently represented on CV-64 and TACAMO's slot will be filled 9710 on the brand new *Harry S. Truman*. This will also be the first time VQ has ever had three A-NAV slots at one time. I hope this information has been helpful. Best of luck to all and hope to see you in the fleet.

LCDR Brad Steele, PERS-432U e-mail p432u@bupers.navy.mil



We sent out a mailing to everyone in zone for CDR and LCDR this year according to the new promotion zones. Based on the amount of phone calls, e-mails, faxes, and priority mail we received, it looks like everyone took the time to update their records. If you haven't seen the new promotion zones, you should take the time to look at ALNAV 81/96.

I've had a number of questions concerning the Department Head screen and its timing. The board is held in September (22-26 September 1997) for all LCDR selects at YG plus 10. This year's board will screen LCDR selects in YG87. Approximate numbers of selects this year will be 38 pilots and 29 NFOs. Selection, slating to FRS classes, and ultimate squadrons will be completed and announced following the end of the board. FRS classes for YG87 will be from November 1997 through October 1998.

## VAW/VRC

Let there be no doubt that the FRS and NSAWC (formerly known as CAEWWS) are still the best places to go. In addition to being great commands, they provide you with the opportunity to have a positive impact on the future of the VAW/VRC community. A tour at the FRS allows you to teach the next generation of Hawkeye/ Greyhound Aviators and Naval Flight Officers prior to them entering the fleet. An NSAWC instructor has a direct hand in training not only Navy personnel but also Air Force and Army personnel to fight more intelligently and effectively. Both the FRS and NSAWC guarantees you the chance to sharpen your warfighting skills while getting flight time. A tour at VAW-120 or NSAWC has traditionally been a good career move. A cursory look at present VAW/VRC CO/XOs reveal that 97 percent have done a tour at the FRS or CAEWWS sometime during their career. Hard-charging JOs are in demand. The FRS is especially looking for fleet experienced Group II NFOs.

Several VAW squadrons have not asked for future CAT 1 Alphas. With a decreased demand for super JOs, officers up for their second sea tour may need to look at other options. Some possibilities are afloat Flag Lieutenant jobs, carrier jobs, CAG staffs, or Flag staffs. If your first shore tour did not allow you to compete or was unobserved (PEP, Postgraduate School), you may want to consider a follow-on sea tour that allows you to compete and break out against a large number of your peers on a carrier.

The Bureau just completed the CDR statutory board and is now gearing up for the Command and Department Head Screen Boards this August and September. If you updated your record for the statutory board then you probably need to update your record again. Items provided for boards are normally sealed away for board purposes and not entered into the personnel record. LCDR Settle and I have been inundated with last minute submissions and updates from officers before these boards. It is never too early to update your record. If you are a year or two out, refer to the January 1997 Perspective (or pg 41) and order your microfiche and check your record. Submit missing fitness reports and your photograph now to avoid a last minute emergency. This year's Department Head and Command screen will be very competitive. Do not allow yourself to become less competitive due to missing fitness reports or an out-of-date officer photograph.

LCDR Chris Plummer, PERS-432E e-mail p432e@bupers.navy.mil

Continued on pg 40

VS

If you're TAD to the Washington area, just passing through, or want to make a special trip, stop by the Navy Annex and visit your detailer. Even if your not up for orders in the near future, take advantage of the opportunity to put a face with a name. I'll always make time to give a dog-and-pony on how the detailing process works. Everything from the first call to finding a billet and getting accepted for the job. We'll talk professional development and do a little career counseling but mostly I like to hear what is really going on in the fleet. If you're here in DC, don't miss taking advantage of your proximity to the detailers.

For the JOs. Performance is still king. Those of you who breakout and distinguish yourself in your first sea tour will nearly always get the follow-on set of orders you request. Without doubt, the most competitive and challenging tour will be at the FRS. However, if your desire is to fly the T-45 or train NFOs in Pensacola, your future is bright. Pilots and NFOs who breakout on that first shore tour whether at the FRS or the TRACOM are receiving great orders either to a disassociated sea tour or straight back to a VS squadron as a department head. Contact me soon.

For the post-Department Heads. The tour following your department head tour can be looked at as a disassociated shore tour. This is a chance to do a really interesting and different type job. I feel that too many of you get wrapped up in war college and JCS. The VS community has only six war college quotas per year with an average of 25 post-department heads rolling. If you don't get one of those 6 slots, don't worry, there are numerous great jobs in DC or other joint commands throughout the world. These jobs are very diverse and include such billets as: challenging billets in OPNAV, CINCSOUTH in Miami, or CINCPAC in Hawaii. Additionally, there are good jobs within the community at the FRS, Wing, AIRLANT and AIRPAC. Call early with your desires. These jobs usually take a little longer to work out.

> LCDR Evan "Growler" Piritz, PERS-432S e-mail p432s@bupers.navy.mil

## HELO (Shore)

Time flies when you're having fun. I've been the detailer for about 18 months and this is my chance to introduce my relief. LCDR Mike Coughlin is now your helo shore duty detailer. He came from his department head tour with the Indians of HS-6. He has had tours with HS-10, HS-2, HC-11, and the Joint Chiefs of Staff. I'm moving to another desk in this office and will be here for several months, making the transition a smooth one. Here are a few lessons learned that will make his job easier and help you get the best available job:

- Use e-mail to ask routine questions, get info, etc.
- Discuss your next tour with your CO/XO/DH/OIC early and often.
- Always have a current Duty Preference Card on file with Mike.
- Contact Mike at least 1 year prior to the earliest you can roll. (If your PRD is 9805 but XO says you can roll after the 9710 FITREP, you should be contacting him 9610 not 9705.)
- Be prepared to discuss your goals beyond the next set of orders. (Where do you want to be in 5 years? 10?)
- Have patience, but be prepared to commit as soon as a job becomes available.

Have fun, fly safe, see you in the fleet!

LCDR Dave "Moses" Maloney, PERS-432Q e-mail p432q@bupers.navy.mil

## HELO (Sea)

Since the last issue of *Perspective*, a new Helo Sea Detailer has assumed the watch. For those of you who don't know me, I'm LCDR Rudy Lupton. My background includes two operational HC tours (HC-6 & HC-8) on the East Coast, a training command tour at HT-8, and a disassociated sea tour aboard USS NEW OR-LEANS (LPH-11) on the West Coast. It is truly an honor to be your detailer and I look forward to working with each of you.

A quick pitch for Duty Preference Cards; if you don't have one on file, please mail or fax one to me (PERS-432H). At a minimum, you should submit one annually in December or as circumstances change. This is a valuable tool for conveying your desires to me and facilitating the detailing process early on. Remember, detailing is a never ending process. The longer you wait to "talk orders," the smaller the potential job pool becomes. So, make your desires known early so we can work together to meet your career milestones.

LCDR Rudy Lupton, PERS-432H e-mail p432h@bupers.navy.mil

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## Restricted Line, Staff Corps, TAR

CAPT HICKEY - DSN 223-1231, COMM (703) 693-1231

e-mail: p445@bupers.navy.mil CDR JOSEPH – DSN 223-1232, COMM (703) 693-1232

e-mail: p445b@bupers.navy.mil

fax: DSN 223-1230; commercial (703) 693-1230

## **EDO Web Page**

There is a lot of good information on the EDO web page and it is a great way to keep in touch with the community. You'll find the following information on the homepage: flag bios, promotion board statistics, job list, e-mail list, etc. There are currently over 500 users listed and we are processing new passwords every day. If there is something you would like to see, let us know. Note that we now have two web pages with essentially the same information on both, in slightly different formats. You may access either one.

## Lateral Transfer/Change of Designator Process

The next Lateral Transfer board convenes **2 June 1997**; delayed from a normal semi-annual April board. Application packages for the October board must be submitted 75 days prior to the selection board convening date (see MILPERSMAN Article 1020150).

The Engineering Duty (ED) Officer community accesses all of its officers from the unrestricted line communities. There are two accession pipelines, ED Option Program, and Lateral Transfer process.

There are some Officer Candidates/NROTC/USNA graduates who enroll in the ED Option program at the time of initial appointment. These officers have demonstrated a strong academic aptitude in their undergraduate engineering studies and must attain a requisite warfare qualification prior to exercising the ED Option request.

The majority of EDs are accessed from the Lateral Transfer/Change of Designator process. The following summarizes some of the basic requirements/preferences for ED candidates:

• Complete a minimum of 24 months of active commissioned service. We prefer 4-8 years of service as a URL officer to attain valuable at sea/operational experience.

# O Engineering Duty {PERS-445}



## WORLD WIDE WEB HOMEPAGES:

http://web.nps.navy.mil/~edo http://www.ncts.navy.mil/ homepages/bupers/edo

- Applicant must be warfare qualified. Surface and Submarine qualified officers are our primary applicants. However, 1140 and 13XX officers have also been selected from previous lateral transfer boards.
- Undergraduate degrees should be in engineering or in the physical sciences (normally B minus or better average/top third class standing).

## **Detailer Team Update**

The ED Detailer office will undergo a few changes during the next year. The Bureau of Naval Personnel will complete its BRAC move to Millington, TN by 30 September 1998 and the detailer offices are scheduled to move to Millington during the summer 1998 timeframe. In addition to the BRAC move the LCDR Assistant ED detailer billet has been eliminated. LCDR Tom Schauder will depart early May 1997 and will not be replaced. His duties will be shifted to the remaining 2 (CAPT and CDR) detailers. CDR Joseph's relief, CDR Steve Petersen, will arrive June 1997 and CAPT Hickey Head ED Assignments/Community Manager will be relieved by CAPT Doug Rau July 1997. We are doing everything possible to ensure the transition is transparent to the community and our service to our EDs continues to be top notch.

### What to Expect After Being Selected as an ED . . .

- 1. Your change of designator to 1460 will be initiated by PERS-445 in the month you rotate.
- 2. You will transfer at/near PRD or within no greater than one year after selection from lateral transfer board
- 3. Typical first tour will be at NPS, Monterey or

M.I.T. to attain MS degree in a recognized ED engineering curriculum.

- 4. Complete 7 week ED basic course at the Engineering Duty Officer school, Port Hueneme, CA.
- 5. Then complete Engineering Duty Qualification Program during follow on tour at a Naval Shipyard, Supervisor of Shipbuilding office, Naval Surface Warfare Center, Ship Repair Facility, SPAWAR, etc.
- 6. After successfully completing steps 1-5 you will be a fully qualified ED with a 1440 designator.

## ED Postgraduate Education Opportunities FY97

For the newly selected EDs the following is a list of FY97 Postgraduate Education opportunities:

<b>School</b>	<b>Curriculum</b>	<b>Subspecialty</b>
NPS Monterey:	Naval/Mech Eng	XX54P
	Electrical Eng	XX55P
	Combat Sys Eng	XX66P
	Space Sys Eng	XX77P
	Computer Science	XX91P
M.I.T.	<b>Naval Construction</b>	XX51P
Auburn U	Chemistry	XX62P
U of Texas (Austin)	Chemistry	XX62P r

# O Aerospace Engineering & Maintenance Duty {PERS-446} DSN 224-4869; commercial (703) 614-4869 fax: (703) 693-0163





#### **AEDO Picture**

AEDOs are the Navy's aerospace acquisition professionals. As members of the restricted line community they ultimately compete with Aerospace Maintenance Duty Officers (AMDO) and unrestricted line and civilian acquisition professionals to become program managers. Additionally, they compete with the AMDs for Depot and DCMC Commands. As program managers they have total responsibility for developing, testing, producing, and supporting front-line aircraft, weapons, and space systems. As depot commanders they can be responsible for billion dollar budgets and thousands of employees.

The career path to these commands is wide and varied. As LCDR and CDR AEDs can expect to serve in billets involving acquisition and readiness at the Naval Air Systems Command, Naval Aviation Depots, RTD&E facilities, Defense Contract Management Commands, space activities, and fleet staffs. Some of these billets involve flying.

Transfer into the community is accomplished by applying to the semi-annual Lateral Transfer/Redesignation board that meets in April (delayed until June 97) and October each year in accordance with MILPERSMAN article 1020150. Applications are due 75 days prior to the board.

Applicants must come from aviation warfare designators with strong competitive records. Four years of operational experience are greatly desired. Department Head experience, a technical bachelors degree and postgraduate education are not required but sig-

nificantly enhance any application. Test pilot school is also desirable. **The primary criteria for selection is strong performance as a fleet aviator or NFO**. Technical postgraduate education and selection to test pilot school may occur after selection to the AEDO community. Target year groups are 84 -90.

For additional information, contact LCDR Clay Snaza, AEDO Community Manager, DSN 664-1680 x2180, commercial (703) 604-1680 x2180. e-mail: snazacj.nimitz@NAVAIR.navy.mil. Or CDR Dave Wooten, AEDO Assignments Officer, DSN 224-4869, commercial (703) 614-4869, e-mail: p446b@bupers.navy.mil.

#### **AMDO Picture**

Beginning in 1959 ... with the Memphis Plan, various CNO directed studies determined that the needs of the Navy could best be met if aviation maintenance was managed by specialized maintenance officers. This new corps of officers had to provide full-time, professional aircraft maintenance and logistics management attention directed to the challenges presented by a new generation of sophisticated and expensive weapons systems. Anticipated reliability and maintainability issues could not be permitted to compromise operational readiness or flight safety. From 1964 to 1966, both Type Commanders continually expressed the need for a career aviation maintenance management specialist officer to provide direction and continuity for the new standard naval maintenance and material management systems (NMMS and later the Naval Aviation Maintenance

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Plan). In order to meet the challenge, BUPERS formally proposed to establish the Aeronautical Maintenance Duty Officer designator 152X.

In 1968, Title 10 U.S. Code was amended in order to assimilate the approved Aeronautical Maintenance Duty Officer program into the existing AED category. In December 1968, selection of the "original 100" AMDOs was made by a formal BUPERS board. These officers were chosen from Naval Aviators, Naval Flight Officers, General Aviation, Limited Duty Officers (aviation) and Aeronautical Duty Officers. This group, headed by CAPT Howard G. Gobin, became the nucleus of a professional aircraft maintenance management corps which grew to over 600 officers. In 1981, AMDO and AEDO CAPTs were joined into a new, single designator of 1500.

In 1982, NAVAIR directed that AMDO commanders be screened by formal selection board prior to their assignment as the Department Head at a major shore or afloat Aircraft Intermediate Maintenance Department (AIMD). A selection board, analogous to the URL CDR command board, is convened each year in June/July to select major AIMD officers for the following calendar year.

In December 1988, the first AMDO was selected to flag rank. RADM Don Eaton struck his flag in January 1991 as Deputy Assistant Commander for Naval Aviation Depots (AIR-43).

Many thanks for the hospitality shown both CAPT Swaykos and LCDR Frailey on recent detailing trips to Europe and East/WestPac, respectively. These extremely helpful trips allowed us to hear and address command and personnel needs firsthand, and to conduct face-to-

#### ... and in 1990

The CNO approved the formation of the AMDO Training and Administration of Reserve (TAR) program (1527). These dedicated, full time reserve officers bring the same diverse fleet experience as their active duty counterparts to the management and leadership of Reserve AIMDs, staffs, and squadrons.

The year 1993 marked the 25th anniversary of the formation of the AMDO community. Our original mission, to provide the best and most cost-effective aircraft maintenance and material support possible, continues to dominate our time and efforts. Today, however, in addition to working on the flight line and in the maintenance organizations, AMD officers can be found participating in every new development aviation program, fully involved with the design engineers and RDT&E field personnel as part of the systems engineering team. They ensure that yesterdays logistic support problems are correctly designed in the next generation aerospace weapons platforms. Today, AMD CAPTs are in charge of major acquisition programs and shore commands.

AMD officers understand their responsibilities to our URL customers, and are fully prepared and eager to provide integrated logistics support ashore and afloat, whenever and wherever needed.

The AMDO community is looking for proven fleet performers to access through the lateral transfer process in October 97. Target year groups are 91-95. For additional information, contact LCDR Michael Disano, AMDO Career Manager, DSN 664-1680 x2181, commercial (703) 604-1680 x 2181.

## **○ METOC {PERS-449}**

DSN 224-0520/1 commercial; (703) 614-0520/1 fax: (703) 697-0992 e-mail p449@bupers.navy.mil

face career counseling. Feel free to contact us for any follow-up to issues addressed on the trips.

#### Boards

We're through the bulk of the FY98 promotion boards (LT board on deck for 21 July), awaiting results via NAVADMIN. A phasing plan should be out in September, allowing selectees to estimate actual promotion dates. First thing on the list for newly promoted officers (after planning the wetting down) should be getting a new official photo into your record. For CAPT and CDR selectees, your record will be before the METOC Command Screen board, tentatively scheduled for November 1997. If you're not absolutely sure your FITREPs are in both microfiche and PSR—send copies to the board!

**Continued on page 40** 

## ○ Cryptology {PERS-4410}

DSN 224-3404; commercial (703) 614-3404; fax: (703) 697-0992



#### Detailer Turnover

PERS-4410 will be experiencing a significant turnover of personnel in the next two months. LTJG Wayne Wilcox has reported aboard from the COMNAVSECGRU submarine shop and relieved LT Ted Russell as the 1610 initial accession/LDO/CWO detailer. LCDR Mike Rogers (JO Detailer) will detach in early May for duty as EA to COMNAVSECGRU. LT Russell will assume JO Detailer responsibilities until LCDR Al Pollard reports aboard in June from his current duties as EA to COMNAVSECGRU. LT Russell will then be heading to NSA (JOCCP) in July. LCDR Pollard and LTJG Wilcox are outstanding officers who bring a wealth of community experience both afloat and ashore to their new jobs!

#### FY98 Slate

We will begin working on the FY98 slate of major community jobs both afloat and ashore over the coming months. If you are a LCDR or above with an FY98 PRD, you should contact your detailer now to learn what assignments are available and to provide your preferences.

#### Sea Duty in FY98

If you are interested in a PCS tour afloat in FY98, you should contact your detailer now. PCS sea duty options in FY98 include OUTBOARD (DD-963), COMBAT DF (LHD), AEGIS (CG-47) and CVs as well as opportunities on afloat staffs at the numbered fleet and battlegroup levels. PRECOMMUNIT opportunities are also available with options including ARLEIGH BURKEs (DDG-76 and above), CVN-75 (TRUMAN) and LHD-6 (BON HOMME RICHARD).

## Congratulations

Congratulations to all of our new FY98 LDO and CWO selectees. We look forward to working with each and every one of you as officers in the Navy. Contact LT Russell about one year from commissioning date to negotiate your first commissioned officer assignment. You can expect orders between four to six months from transfer. As always, we strongly recommend you send us a duty preference form to help us find a job that is right for you. Again, congratulations and welcome!

## Naval Postgraduate School

Challenging, technically-focused education opportunities are available in FY98 at NPS. Curriculums include Electrical Engineering, Information Warfare, Space Systems Operations, Information Technology Management and Computer Science. These are great opportunities to gain the technical expertise that will be a cornerstone of cryptology in the next century.

## Defense Language Institute (DLI)

Effective FY98, language training is no longer required for 1610s ordered to flight billets in Rota or Misawa. Language training opportunities are available for 1610s ordered to Defense HUMINT Service (DHS) billets. DHS language requirements include Russian, Chinese-Mandarin and Japanese. FY98 language opportunities are primarily Japanese. Contact your detailer if you are interested.

## 4410 Is Riding the Technology Wave

As of March 1997, PERS-4410 is on line. To find our home page, point your browser to the following URL address:

http://www.navy.mil/homepages/bupers/pers-4/pers-44/pers4410/1hm-pg.htm

You will find a superb site with access to community and professional development information as well as links to other very useful information.

For all officers interested in the cryptologic community, this site provides a plethora of information specific to cryptology. It is a great medium for obtaining general community information such as type of background required, initial community training, tours of duty ashore and afloat, and much more.

The cryptologic home page is a microcosm of the entire BUPERS site. Together, practically any career question can be answered. Take the opportunity to navigate through the information available. You won't be disappointed. Enjoy!

Please provide us feedback. If you can think of something useful that can be included on our page, let us know. We look forward to hearing from you. r

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## **Public Affairs Today**

With a 165X Special Duty (Public Affairs) designator you join a select group of officers charged with representing the Navy in the most visible and demanding positions. "Telling the Navy story" is more important than ever,

## O Public Affairs {PERS-448}

DSN 224-2708; commercial (703) 614-2708; fax: (703) 614-5186



as we strive to garner greater public understanding and support, and to fully inform Navy people on the issues affecting their careers and families.

Public Affairs Officers are assigned all over the world. Many serve on large staffs, such as a fleet CINC, or as the PAO for a large naval base or station. The billets are located afloat and ashore—aircraft carriers, type commands, numbered fleets, major shore commands, headquarters activities, and joint staffs.

## Lateral Transfer Opportunity

The Public Affairs community is looking for high quality naval officers who want to be at the front line of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills and two to five years of commissioned service, the 165X Public Affairs Officer community may have a career opportunity for you. Most officers (approximately 98%) enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. The next board meets 14 October with applications due by 1 August. Application guidelines can be found in MILPERSMAN 1020150. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. You can reach the PAO detailers, CDR Paul Weishaupt or LT Kelly Merrell at DSN 224-2708 or (703) 614-2708. r

#### Farewell

CAPT Darrah and LCDR Exner will be detaching in a few short weeks, but before we depart we wanted to thank everyone for being so flexible and coopO Intelligence {PERS-4411}

DSN 224-3072/3; (703) 614-3072/3

fax: (703) 614-2198



erative. We have enjoyed working with all of you. CAPT Darrah will be going to ONI to be the Chief of Staff in June, and LCDR Exner will attend the USMC Command and Staff College in July. CAPT Darrah's relief as the Senior Intelligence Detailer and Officer Community Manager is CAPT(Sel) Joe Thomas. LCDR Chris Hughes, coming from CVW-14, will relieve LCDR Matt Kohler as the Intelligence Placement Officer in June. LCDR Kohler, in turn, will relieve LCDR Eric Exner in June as Junior Intelligence Officer Detailer.

#### **NPS**

Selections for FY98 Naval Postgraduate School (NPS) and JMIC will be made in June 97. All interested 1630s who have not already notified PERS-4411, should contact LCDR Exner or LCDR Kohler by 6 June. Applicants should specify the curriculum that they are interested in. Quotas for the following curricula are tentatively planned for FY98. 1630s selected for these curriculums will be notified in July 1997.

- Scientific and Technical (S&T) Intelligence (823)
- Regional Intelligence (824)
- OPINTEL (825)
- Space Systems Operations (366)
- Information Systems Technology (370)

#### Senior Officer Billets

#### Junior Officer Billets

Please contact CAPT Darrah or CAPT(Sel) Thomas if you are interested in any of these assignments:

Please contact LCDR Exner or LCDR Kohler if you are interested in any of these assignments:

<u>Rank</u>	<u>Billet</u>	Location	Fill Date	<u>Rank</u>	<u>Billet</u>	<b>Location</b>	Fill Date
CDR	COMUSJAPAN	Yokota	9710	LT	COMUSNAVCENT	Bahrain	9710
CDR	COMUSFORKOREA	Seoul	9802	LT	COMPHIBGRU ONE	Okinawa	9802
CDR	Air War College	Maxwell AFB	9708	LT	DHS Seoul	Seoul	9806
LCDR	COMNAVFORKOREA	Chinhae	9710	LT	DHS Naples	Naples	9710
LCDR	USCINCCENT	Riyadh	9805	LT	SEAL Team Three	Coronado	9710
LCDR	DHS Bahrain	Bahrain	ASAP	LT	JICPAC	Hawaii	9710
				LT	Mine Countermeas.	Ingleside, TX	9804
1 !	an Antina Darian				Squadron One		

## Leaving Active Duty?

Continue your naval career in the Navy's premier reserve program, the Naval Reserve Intelligence Program. Contact the Reserve Intelligence Program Officer (RIPO) where you will be locating or CDR Steve Workman, TAR Detailer, at DSN 224-3072, commercial 703-614-3072.

O Supply Corps {PERS-4412}

DSN 224-3471; (703) 614-3471 fax (703) 614-8477



## E-mail etiquette

Any communication is good communication. E-mail is an effective and efficient communication tool. For those who use e-mail to communicate with your detailer, please remember that e-mail is "official correspondence." Be aware that your detailer may not be the only one who sees your note. Keep this in mind when you write and review your e-mail messages.

## Postgraduate Education Selection Board

The postgraduate (PG) education selection board for supply corps officers will meet in conjunction with the FY98 Supply Corps Lieutenant Board. Records for officers from year group 1989 through 1993 will be reviewed. Ensuring your record is reviewed by the board is easy. First, your academic profile code (APC) must be better than 345. Secondly, your PG school preferences must be on file. Preferences can be submitted by sending an updated officer preference card to your detailer. "It's Your Career" (NAVSUP 552) provides information on PG school curriculums and how to update your APC. Contact the Supply Corps Career Counselor (OP31) at DSN 225-6308 or commercial (703) 695-6308 with questions about PG School.

#### Attention all LTs and LDOs

We have several career-enhancing billets (Stock Control, Stores, Aviation Stores) available in the beginning of FY98 on large deck platforms (CV/CVN, LHA, LPH, T-AFS, AS, AOE) on both coasts and forward deployed overseas. These billets are professionally challenging, provide an opportunity to earn a second warfare pin, and are strong additions to any Supply Officer's resume. For further information on available billets, contact LCDR Drew Morgan, Lieutenant Sea and Overseas Detailer (OP 12A), at DSN 224-2862/0918 or commercial (703) 614-2862/0918. r

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## **○ CEC {PERS-4413}**

DSN 224-3635;

commercial (703) 614-3635;

fax: (703) 695-7639



## Acquisition Professional Community (APC) Board

Membership in the APC is an important career milestone for those officers who are LCDRs and above. Many of the CDR and CAPT CEC acquisition billets require APC membership. Currently, 78% of the eligible CEC officers are APC members. Basic eligibility requirements for CEC officers are:

- LCDR or above DAWIA Acquisition Level I or II certification
- Bachelor's degree in engineering or architecture (w/ 12 credits of business courses)
- 4 years of acquisition experience

The next APC board will convene on 25 August 1997. Applications are due to PERS-2MM/447 by late June. A sample application and forwarding instructions are available in the CEC detailer section of BUPERS Access or you may request by e-mail from p4413d@bupers.navy.mil.

## **Enlisted Commissioning Program (CEC-ECP)**

Help us get the word out to Seabees interested in pursuing a commission. The CEC-ECP is an undergraduate education program exclusively for outstanding, career-motivated, active duty Seabees. It provides Seabees possessing at least 30 credit hours of college courses an opportunity to obtain an engineering degree and earn a commission in the CEC. Application deadline for the FY98 CEC-ECP is 1 November 1997. OPNAVNOTE 1530 refers.

## Graduate School Home Page

Our graduate school home page contains the most recent guidance concerning the graduate education program. It also provides suggested topics for theses or major reports as well as lists of topics which have already been completed by our graduate students. It can be accessed on the Internet at:

http://www.navy.mil/homepages/navfac/seabee/cecgrad.htm

## Visit us on the Web

The CEC detail office recently went on line in the Bureau of Naval Personnel home page.

(http://www.navy.mil/homepages/bupers) Follow the links from the BUPERS main page to PERS-4 to the officer section to PERS-4413. It is still under construction so visit it often to see the latest changes. The site will provide a variety of information related to CEC career management. Let us know if there is something else that you would like to see included.

## **BUPERS Access**

BUPERS Access is another means to receive information from the CEC detailers. Included in the CEC detailers section are sample form letters, billet lists, and board results. To establish an account, open your communications software and dial one of the following numbers: 800-346-0217; 703-614-3174; or DSN 224-3174

Once on-line, you'll be asked questions to set up your new account. Specific CEC info is followed by following menus to Detailers, CEC, Bulletin Board.r

## O Chaplain Corps {PERS-4414}

DSN 225-4415; commercial (703) 695-4415 fax (703) 614-4725





## May 1997 Indefinite Active Duty Extension

Active duty chaplains desiring to remain on active duty beyond their first tour Obligated Service Agreement (OSA) must request indefinite active duty extension. Guidance for extension request is referenced MILPERSMAN 1030150. Active duty chaplains with an OSA 1 OCT 97 to 30 MAR 98 should have submitted the required paperwork to the Chief of Chaplains (PERS-4414), to include your Commanding Officer's endorsement and an updated ecclesiastical endorsement. This request for indefinite extension was due by 30 APR 97. Chaplains not requesting indefinite active duty extension must submit to PERS-4414 a request for release from active duty (MILPERSMAN 3820150 refers).

#### Record Review

Effective immediately, upon written request PERS-4414 will only provide a record review to officers who have once failed to select for promotion.

## Transfer of Chaplains to Regular Navy/ Augmentation

All chaplains LCDR and above who are 4105s are strongly encouraged to apply for augmentation. Procedures for requesting transfer to the Regular Navy are contained in SECNAVINST 1210.5A. Write to PERS-251 requesting augmentation by non-board action including your date of rank. Augmentation requires that a new ecclesiastical endorsement authorizing regular appointment be submitted to the Chief of Chaplains N972T: HD COMMUNITY MGMT BR. Augmentation will be offered as a slot becomes available. Please direct additional inquiries to PERS-251, DSN 224-1193/commercial (703) 614-1193.

## O Medical {PERS-4415}

Medical Corps: (703) 695-7960

Medical Service Corps: (703) 695-9004/5/7

Dental Corps: (703) 695-9100 Nurse Corps: (703) 695-7703

Medical Placement: (703) 695-5837



## **Medical Corps**

**Obligated Service.** There are several ways a Medical Corps Officer can acquire an obligation for active duty. Examples of active duty obligations are training obligations (medical school or residency), or special pay obligations. In every case the obligation is legal and binding. You are expected to remain on active duty until all obligations, regardless of source, have been completed.

For example, consider the following officer. An officer enters active duty in 1996 with an obligation to June 1999 for a medical school scholarship. In October 1998 the officer negotiates an Incentive Special Pay (ISP) contract that obligates him to September 1999. This officer's new obligated service date is now September 1999. He or she is expected to remain on active duty through September 1999. If that officer wants to leave active duty at the end of his or her training obligation in June 1999, he or she should not have negotiated the ISP contract.

Once you negotiate a new ISP and extend your obligation, planning for your relief is based on that new obligated service date. Requesting separation prior to the end of obligated service, while possible in special circumstances, is not guaranteed. You should not

make any future plans assuming you can separate prior to the end of your obligated service. Contact your assignment officer at BUPERS concerning this issue prior to initiating any plans based on early separation.



## **Medical Service Corps**

During any given day at BUPERS, the MSC Detailers are questioned on a myriad of subjects. The issues raised are important and we would like to answer some of the most frequently asked questions.

1. Question: How can I become a recorder for a selection board?

Answer: Because funding is unavailable to bring board recorders to BUPERS, recorders for selection boards are recruited from the Washington, D.C. area. They are issued no-cost TAD orders to BUPERS for the duration of the board and may be involved in Selection Board actions for up to two to three weeks. Contact your detailer if you are interested in serving as a recorder on a board.

2. Question: How can I augment into the Regular Navy?

Answer: If you are a Reserve Officer (2305) and desire a transfer into the Regular Navy (2300), you can submit your application (with Commanding Officers endorsement) to the semiannual Transfer and Redesignation Board which convenes every April and October. Procedures and application format can be found in the MILPERSMAN, article 1020120. Additional information can be obtained by calling BUPERS Code PERS-251 at (703) 614-2166 or DSN 224-2166.

3. Question: What is an APC?

Answer: APC stands for "Academic Profile Code." The Naval Postgraduate School (NPS), Monterey, California generates a three-digit code which summarizes pertinent information on an officer's prior college performance. APCs are used by NPS to determine admissions eligibility as each curriculum has a specified threshold for eligibility. Once established, your APC is shown in block 47 of the Officer Data Card. If you have an interest in applying for Naval Postgraduate School and currently do not have an APC, have your university registrar forward official transcripts to: Director of Admissions, Code 01B3, Naval Postgraduate School, 589 Dyer Road, RM 103C, Monterey, CA 93943-5100. Phone DSN 878-3093 or (408) 656-3093.

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4. Question: How can I obtain a copy of my Performance Summary Record (PSR), Officer Data Card (ODC), and Microfiche Record?

Answer: Forward written or faxed requests to BUPERS codes listed on page 41.

5. Question: How do I submit a request for separation from the service?

**Answer: Reserve Medical Service Corps officers** (2305) who have completed their active obligated service should request release from active duty through their detailer (PERS-4415). MILPERSMAN article 3820150 gives further guidelines on procedures. Officers in the Regular Navy (2300) contemplating retirement or resignation are encouraged to review MILPERSMAN article 3860280 for retirement and MILPERSMAN article 3830340 for resignation procedures. Separation requests should be received by BUPERS at least nine months but no more than 12 months in advance of desired retirement/resignation date. For further information regarding Release from Active Duty, contact PERS-4415 at DSN 225-9004 or (703) 695-9004. Information regarding retirements can be received from PERS-27 at DSN 224-2690 or (703) 614-2690. Officers requesting information on resignation can contact PERS-25 at DSN 224-3674 or (703) 614-3674.

> CAPT Garn, Health Care Sciences (non-operational subspecialties) p4415j@bupers.navy.mil

CDR Sullivan, Health Care Administration (LCDR and above): p4415i@bupers.navy.mil

> LCDR Feril, Health Care Sciences (operational subspecialties) p4415j1@bupers.navy.mil

LCDR (Sel) Arellano, Health Care Administration (LT and below): p4415ia@bupers.navy.mil



## Nurse Corps

If you are eligible for orders and looking for an operational assignment, consider duty on an aircraft carrier. Pay grade requirements are for senior LT to LCDR with the following:

- 2 years recent ICU experience with PACU cross-training
- · completed 2 tours of duty
- ACLS Certification
- 2 weeks of operating room familiarization
- · strong record

A diversity of experiences such as DO/ADO, C4/MART training, BLS Instructor/Instructor Trainer, medical regulating and teaching experience contribute to performing significant collateral duties which include:

- DO of a 70 bed medical and surgical inpatient nursing unit and 3 bed ICU
- OR/PACU/ICU/ER Nurse
- Medical Response Team Coordinator/Trainer
- BLS Program Administrator/Instructor
- EMT Program Coordinator
- **Medical Performance Improvement Coordinator**
- **Medical Professional Credentials Coordinator**
- **Health Promotions Director**
- · First Aid Program Director/Instructor
- Command Family Advocacy Program Coordinator
- Exceptional Family Member (EFM) Coordinator
- Patient Contact Representative

For more information, call or e-mail your detailer at DSN 295-7702/7703 or commercial (703) 695-7702/7703.

As you know, PCS money is tight and every move counts. All of the remaining PCS moves for the fiscal year are being prioritized to meet critical fills. If you have a summer PRD and have not received orders yet, there is a good probability you will be extended until next fiscal year. r

## 4415 Medical Placement Branch

Medical placement acts as the command representative in the medical department officer distribution process. Placement works to assure Commanding Officers that their activities will be manned to the authorized level and by the best qualified officers available. We represent all Claimancy 18 and 27 commands, CONUS and OCONUS. Commanding Officers and their representatives are urged to contact their respective placement officer if they have any questions:

CDR Nap Hodges Head, Placement Section; Training (FTOS/FTIS/OFI)

LCDR Ed Bye Claimancy 18 Overseas, Claimancy 27 (Operational FMF, CONUS and OCONUS)

LCDR Willene Brown Claimancy 18 West Coast and Washington DC area

LT Bill Brown Claimancy 18 East Coast



## **Dental Corps**

**Tour Length Requirements.** Tour lengths and tour length requirements seem to be an area of continual confusion ... even for detailers at times. In general, Prescribed Tour Lengths (PTLs) are set by the Secretary of the Navy for sea and FMF tours and by the Department of Defense for all others.

Prescribed Tour Lengths are listed below (Un=unaccompanied/Acc=accompanied):

CONUS Shore based commands (i.e. all CONUS NDC's)	36 mo (Un or Acc) Exception = credentialing tours
Sea Tours (including OCONUS)	24 mo (Un or Acc)
CONUS FMF Tours	24 mo (Un or Acc)
BDC Bahrain	12 mo Un 24 mo Acc
BDC Guam	24 mo Un 24 mo Acc
BDC Keflavik, Iceland, or BDC Guantanamo Bay, Cuba	18 mo Un 30 mo Acc
Okinawa, Iwakuni (FMF units only)	12 mo Un 36 mo Acc
NDC Pearl Harbor or Kaneohe Bay FMF (Hawaii)	36 mo Un 36 mo Acc
All other overseas NDCs and branch clinics	24 mo Un 36 mo Acc

The PRD on your orders reflects the PTL for your gaining activity. However, it will *not* always be indicative of how long you must stay at that command. Let's look at three tour length requirements that may impact the time you spend at your next command:

- **Minimum Activity Tour (MAT).** An officer must serve 24 months at an activity before transfer to another unit. MAT does not apply to overseas tours or to first year credentialing tours but does apply to CONUS reassignments including no/low cost moves.
- **Time On Station (TOS).** An officer may not incur a funded move from one CONUS activity to another CONUS activity until he/she has served at least 36 months in a current geographic area. Note: The TOS requirement applies only to <u>non-operational</u> CONUS shore to CONUS shore moves. An extremely important exception to the TOS requirement concerns training. A three-year CONUS shore tour can be broken after two years in order to go to a full time residency program. If an officer desiring training arrives at a CONUS shore station in the summer, prior to 01 OCT, he or she could submit an application by the following 01 APR for training that would begin a year later; i.e., two years after arriving at the shore station. This TOS exception does NOT apply to the Advanced Clinic Programs (ACPs). The TOS requirement must be fulfilled prior to moving to an ACP.
- **Minimum Tour for Separation (MTS).** When any officer executes PCS orders, he or she incurs obligated active service and may not separate from active duty until this obligation has been met. This obligated service is termed the Minimum Tour for Separation or MTS. MTS periods vary, specific requirements are:

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CONUS Sea or Shore Ý to Ý CONUS Shore (funded move) - Two years Example: USS Enterprise to BDC Groton, CT MTS = Two years
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CONUS Sea or Shore Ý to Ý CONUS Sea or FMF - One year Example: USS Enterprise to 22nd DENCO, Lejeune MTS = One year

From anywhere Ý to Ý OCONUS Shore - Full DOD tour Example: NDC San Diego to NDC Naples, Italy MTS = Three years (if accompanied)

OCONUS Ý to Ý CONUS - One year
Example: NDC Naples, Italy to NDC San Diego MTS = One year

CONUS Sea or Shore Ý to Ý CONUS Sea or Shore no/low cost (i.e. next duty station is within 35 miles of your present duty station) - One year

Example: USS Constellation to NDC San Diego MTS = One year

OCONUS Sea or Shore Ý to Ý OCONUS Sea or Shore No Cost/Low Cost - One year or balance of original DOD OCONUS tour, whichever is greater [If you elect this "split tour" option, you will NOT be eligible for Consecutive Overseas Tour (COT) leave back to the States] Example: BDC Sasebo to USS Belleau Woods MTS = One year IF you had already completed at least 24 months of your 36 month accompanied DOD tour.

As you can see, both the detailer and the officer are operating under some fairly tight constraints. As you are negotiating your next set of orders, be sure you ask your detailer to explain what your active duty obligation will be. In addition, starting w/orders written in FY97, non-augmented officers will find their new obligated service time spelled out for them in the last or next-to-last paragraph of their orders. r

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## O JAG Corps {PERS-4416}

DSN 221-9830; commercial (703) 325-9830; fax: (703) 325-7429

## Maintaining Your Service Record

A key element to career management is maintaining your service record. Frequently overlooked, service record maintenance continues to be an area not given requisite attention by many officers. The accuracy of service records remains the responsibility of individual officers. It would be most unfortunate to miss a promotion opportunity or sought after assignment due to inaccurate or missing information in your service record. It is STRONGLY suggested that individual officers periodically order a copy of their microfiche, especially before scheduled promotion boards. A microfiche record request form is contained on pg. ix of the January 1997 JAG Directory. This form may be mailed to BUPERS to the address provided or faxed to BUPERS at DSN 224-8882 or commercial (703) 614-8882.

## **Good Standing**

For those of you looking for orders in the coming year, please ensure that Code 61 gets a copy of your current bar card or certificate of good standing from your state bar.

## Communicating with Boards

Every officer eligible for consideration for promotion or continuation by a selection board may communicate with the selection board. (This is also true for non-statutory boards such as the PG Selection Board.) Correspondence must arrive not later than the convening date of the board. The written communication may call the attention of the board to any matter that the officer considers important to his or her record. The officer's written communication may include, as enclosures, correspondence from any individual concerning the eligible officer. Correspondence not originated by the eligible officer, including endorsements to the officer's letter and letters written on behalf of that officer, must contain a written acknowledgment by the eligible officer that they desire such correspondence be presented to the board. Correspondence without such an acknowledgment is considered third party correspondence and will be returned. Concerned officers are STRONGLY encouraged to submit such matters in a timely manner to allow sufficient processing time. MILPERSMAN 2220110 refers. r

#### **Voice mail box extensions:**

CDR Bengtson - X 6102 LCDR Tuider - X6107 LCDR Knowles - X 6103 LCDR Luster - X6109

## O TAR {PERS-4417}

DSN 224-8386/7/8 commercial (703) 614-8386/7/8 fax: (703) 614-4047

#### TAR Aviation

Greetings to all TAR Aviators. Once again, the TAR Accession Board in January was a success. The board selected over 70 13XX officers to join the TAR Aviation Program. The selection rate was slightly over 30% and once again the quality of officers selected into the program was eye-watering. As of this week, we have had about 60% of those selected officers accept the offer to join the TAR program and we are waiting to hear from the rest. The next TAR board will be 30 June and NAVADMIN 054/97 determines eligibility.

The Reserve Aviation Command Screen Board is scheduled to convene on 29 July 1997. The board will be looking at CDR promotional groups FY96/97/98.

As always, you are encouraged to ensure that your record is up to date.

Please continue to communicate with your detailers, CAPT Pat Peterson or CDR(Sel) Andy Boening on your career desires. Our e-mail addresses are listed below or look us up on our home page.

Lastly, our front office is losing a key player. We are very excited for PNC Chip Lutz as he has just been accepted to OCS and will leave for Pensacola this summer. He has been an outstanding supervisor and was able to answer many of your questions. He will be missed but we wish him the best.

Junior TAR Aviation. Greetings from CDR(Sel) Andy Boening, new to BUPERS as CDR Dale Howell's relief. My background is with the VR community, including recent tours as a member of Commander Fleet Logistics Support Wing staff and as OIC of VR-52 at NASJRB Willow Grove, PA. Turnover with CDR Howell should be complete by the time this issue of *Perspective* hits the street, and hopefully it will be transparent to you, the customer.

As part of my BUPERS indoctrination, I had the opportunity to serve on a selection board. If you've never served on a board, I highly recommend it either as a member or a recorder. It is a great education, providing an inside look at the selection process and valuable tips to best prepare your own record for board review. You would think all the repeated reminders for people to review their own records should have taken hold by now. I found this to be false as many records were missing important information. A missing fitness report, especially a recent one, can be the deciding factor. The key to success is for you to order your microfiche record six months prior to your board and then make sure any missing information is updated. A personal letter to the board president is also highly recommended, even if your record is in perfect condition. Remember, no one else cares about your record more than you do.

Preference cards are another worn drum that still requires constant beating. CDR Howell will walk out with a lot of corporate knowledge on everyone's specific situations. Personal contact is almost always made prior to detailing, but a current preference card provides a starting point and can make the difference when a late breaking opportunity becomes available.

Aviation Placement of TAR Selects. What happens to all of these new TARs we picked up in January? On the aviation side, there are several options. The first, and the one recommended by the TAR Aviation Officer Career Path, is to be assigned to a Reserve air site such as an NAS or a NAVAIRES. The second option is to be placed directly into a RESFORON. The final option and the one detailers have very little control over, is to do nothing for 12 to 18 months. This is required in those cases when PRDs and minimum tour length requirements do not allow an immediate move.

Of the first two options, assignment to a Reserve air site is preferential over immediate assignment to a RESFORON. It provides a more complete introduction to a broader range of reserve management issues than does squadron duty. Unfortunately, vacancies have to be filled where they exist, so some new selects will be assigned directly to a squadron. Determining who gets assigned where is based on many factors, but the two most important are community and seniority. Not everyone can get their first choice and the more senior selects will normally be sent to squadrons ahead of their more junior counterparts.

The bottom line is that every community and every job in the TAR program provides for upward career mobility for those hard-charging officers who compete effectively with their peers.

CAPT Peterson, p4417@bupers.navy.mil CDR(Sel) Boening, p4417c@bupers.navy.mil

#### Surface TARS

Postgraduate Opportunities. Navy-wide Postgraduate (PG) school opportunities have been reduced in accordance with the FY97 officer Graduate Education Quota Plan. The TAR community is not exempt from these reductions. However, we will continue to send TARs to fill the limited opportunities available. A prerequisite for entry into any available curriculum requires a minimum Academic Profile Code (APC). The APC is a combination of your undergraduate grade point average, and the number of math and science/technical courses you completed. This code can be enhanced by taking additional college level math and science courses at an accredited institution. Ensure your Duty Preference Card reflects your postgraduate preference in the space provided. Contact your detailer for additional information on these limited PG School opportunities.

**Subspecialty Information.** Subspecialties continue to be an important aspect in a TAR officer's career! Subspecialties can be achieved through graduate education (Navy or Civilian) or on the job training per the Navy Officer Billet Classification (NOBC) manual section I-B-1. Attachment of proven subspecialties can be a tie breaker in the selection process for all administrative and statutory boards. If you have questions or require information concerning subspecialties contact your detailer.

TAR Department Head/XO/CO Slating. As a Surface TAR officer your assignment to afloat jobs is directly related to your previous at-sea performance. The Department Head Slate is developed four times a year and weighs heavily on your desired preference, your past experience, and your division officer performance. Breaking out among your contemporaries on fitness reports at this early stage will enhance your opportunities for your choice of billets. The Department Head split-slate (second-tour) is developed approximately 6 months prior to rotation in accordance with the Department Head sequencing plan, and places you in a more complex 2nd Department Head tour. The XO slate is also developed four times per year. Bank seniority, personal preference, and

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promotion timing to CDR are the drivers in the slating process. Department Head performance and recent atsea experience are drawn upon to slate an officer to a desired billet. TAR officers always compete directly with their USN counterparts for slating to afloat billets. Remember, not every ship class is available on every slate. The CDR Command slate process has undergone change with the development of the CDR Command slating board. This board will convene in January 98 following the December 97 CDR Command screening board to determine which officers will be slated during the following year.

**Transfer/Redesignation Board.** The next TAR accession board is scheduled to convene 30 June 1997. Qualified SWOs are particularly desired for this board and you are our best recruiters. NAVADMIN 054/97 provides specific designators and eligibility criteria. Don't hesitate to contact the TAR Detailers if you have any questions. Additionally, take advantage of the on-line TAR information and downstream hardfill billets advertised on the web: <a href="https://www.navy.mil/homepages/bupers/p4417">www.navy.mil/homepages/bupers/p4417</a>. r

CAPT(Sel) Morgan, p4417b@bupers.navy.mil LCDR Hamel, p4417d@bupers.navy.mil

## Fleet Support Update

**Congratulations** to our brand new LCDR XO screeners! Over 50 officers screened during the 24 March board and will be slated for XO tours within their core competency during the next 2-3 years. The key to selection was superb performance and proven potential to serve in demanding billets at the LCDR level and beyond.

Now that we have over 950 1700-coded billets in the system, the priority in the detailing shop is filling 1700-coded billets. The Navy depends on us to fill these jobs which offer a great opportunity to increase our expertise in our core competency. Having 1700 billets does not, however, diminish our responsibility to fill a significant number of 1000 coded billets. Many of these billets lead to proven subspecialty credit and may combine both leadership and expertise development. Talk to your detailer about how to prepare yourself within your core competency for the next step in your career progression.

**Did you know?** One of the best sources of information regarding career management and the personnel process in the Bureau is the January/February issue of *Perspective?* Consult it first for information concerning addresses, phone numbers and processes. For a quick reference, see pg 41.

**Fleet Support TAR Update**: By now each of you should have received a letter from RADM Vaughan which outlines the 1707 career path and provides significant insight into our community's career ex-

## O Fleet Support {PERS-4419}

DSN 224-3515; commercial (703) 614-3515 fax: (703) 614-4047

pectations. Your career planning should include expertise and leadership development in a variety of billets supporting the TAR mission. Graduate school opportunities are currently available in financial management, MPT, and information technology; if interested, give CDR (Sel) Strother a call. And ... don't forget to update your duty preference card at least once a year.

## Changes on the horizon

The recently approved **NRD XO/CO Fleet-Up Program** will result in CDRs who are screened for command being ordered into the XO billet for an 18 month tour with plans to fleet-up to CO for an additional 18 months. As a result, LCDR XO screened officers are no longer eligible for these tours.

**FY98 1700 NPS screening panel** will meet in June. Applications are due to your detailer NLT 1 June 1997. Your PRD must be in FY98 and your APC must meet the curriculum requirement.

**Photos for selection boards** must be current for your paygrade, but are no longer required to be retaken before each board.

**1997 Fleet Support Directory** should be delivered by 1 July. If you have not received yours by then, call your detailer. r

## **LDO/CWO Picture**

## {PERS-211L}: DSN 223-2309; commercial (703) 693-2309; fax (703) 614-1189

## Permanent LDO Status

Temporary LDOs (with a permanent enlisted status—designator ends in "2") who received their commission on or after 15 September 1991 must accept permanent officer status within 120 days after promotion to LT or be reverted to their permanent enlisted status. Temporary LDOs (with a permanent warrant officer status—designators ends in "1") may decline a permanent appointment to LDO, accept a temporary appointment to LDO, and remain a permanent chief warrant officer. In fact, because a CWO4 will retire with a higher retainer than a LT at 30 years service, it would not be wise to accept a permanent appointment to LDO until promoting to LCDR for officers who fall under these conditions.

An agreement to the above was made in the application for LDO. Under Title 10, U.S. Code, section 5596, "The Secretary of the Navy may terminate any (temporary) appointment made under this section." LDO LCDRs and above who did not accept permanent status no longer have that option.

LTJGs who are selected for LT must first accept their temporary promotion to LT as authorized by the applicable monthly ALNAV. After the locally command prepared NAVPERS 1421/7 verifying acceptance of the temporary appointment is received by BUPERS, NAVCRUITCOM will prepare and forward an Officer Appointment Acceptance and Oath of Office (NAVCRUIT Form 1000/20) offering a permanent appointment to LT. When the permanent appointment has been accepted and the signed NAVCRUIT 1000/20 form is received by BUPERS, your status will be changed. It may sound complicated, but if you read it a couple of times it will make sense.

Why is all this important? Accepting a permanent appointment protects an LDO and CWO from sudden, involuntary reversion while providing the Navy with a stable, all-regular force. Today, unlike the LDOs, when we commission a CWO, the appointment is permanent. For the LDOs, until their fourth year of service and upon completion of the initial three years of obligation for accepting an appointment to LDO, they have the option of voluntarily reverting back to their permanent enlisted status. Not many of our officers do this, but some do for a variety of reasons. Please explain the above conditions to your enlisted personnel who are interested in applying for either program.

#### **Alternates**

We are being flooded by phone calls from enlisted personnel and chief warrant officers who applied for the FY98 In-Service Procurement Board asking if they are on the "alternate" list, since their names were not on the recent ALNAV selection announcement.

It is true, we did select "alternates," as we usually do every year. Why alternates? Because occasionally one of our selectees will have a change of heart and decline their commission, or lose their eligibility. We also select alternates to allow ourselves with some flexibility to meet and satisfy unforeseen billet requirements that our present and projected inventory will not accommodate.

For a variety of good reasons, the names of alternates are never announced or released. Should we need to commission an alternate, that individual will be personally notified by PERS-251, with a written confirmation letter to follow. Please do not call us about the list as neither the detailers nor the community managers have access. The list is not passed to the next year's In-Service Procurement Selection Board, as each year starts a new process in terms of numbers required by designator, board membership, application procedures, etc.

## If I don't promote

Each year, some fine officers fail selection for promotion. Seldom are they "bad" or incompetent. In most cases their records were outstanding, but just not strong enough to make the cut in a highly competitive arena, particularly after seven straight years of Selective Early Retirement (SER). Space doesn't allow for a complete answer on this one, but here are some basics:

- If you fail selection for the first time, contact your detailer immediately. Detailers have access to all necessary records, are able to compare you with your contemporaries in grade and specialty, and are the individuals most qualified and capable of providing this vital counseling. In most cases, he/she will be able to advise you on the most probable reason(s) for non-selection and offer advice on how to "get well" before the next board. What the detailer won't tell you is specific proceedings from within the promotion board itself. All board deliberations are confidential, and records are not kept. In fact, board members may not counsel officers failing to select from the board on

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which the board member sat. Of course, you may also wish to seek the advice of senior officers and other LDOs or CWOs, but unless you do something positive, it is unlikely that you'll get selected the second time around.

- If after your best effort you are still not selected by the second board, you'll receive a letter from BUPERS (PERS-27) advising you of your options and providing a point of contact. The rules vary depending on your present grade and status, so each case is handled individually.
- In general, officers who twice fail to select must retire on the first day of the seventh month following approval of the board's report.

If you have questions, please do not hesitate to contact your detailer or PERS-27, DSN 223-7998 or commercical (703) 693-7998.

## Food for thought

As most of you know, we live in a very fast paced environment. To satisfy the Navy's requirements in virtually every area, now and in the future, whether it is weapons systems, communications, engineering, etc., our Service is turning more toward developing and using the latest scientific and technological advances. This is particularly true in an era of reduced operating budgets yet increasing demands.

As technical specialists and managers, it is important for each of us to stay abreast of this technology and to embrace new and innovative ways of accomplishEditor's note: The following are FY97 Line LDO LCDR Promotion Statistics which weren't included in last issue. Above Zone In-Zone Below Zone Total Elg Sel Pct Elg Sel Pct Sel Pct 61 9 14.75 237 149 62.87 497 8 1.61 166 70.04

ing our mission. We want the LDO/CWO community to be at the forefront of the future Navy, not lagging behind. The "old ways" were good and served us well, but they were not always the most efficient. Let's take the lead in molding the Navy of the next century.

## New Assistant Community Manager

We bid farewell to LCDR (Select) John Jones. John will be reporting as the Officer-in-Charge, Personnel Support Detachment, Naval Amphibious Base Little Creek, Norfolk, VA. Good luck, John, and thanks for a job well done!

Welcome aboard to LT Scott Lyons! Scott recently reported from the Navy's Transient Monitoring Unit, located in New Orleans, where he was the officer-incharge.

## **Upcoming Selection Boards**

5 May - 23 Jun 97 LCDR Staff Promotion Board

23 Jul - 2 Aug 97 Active LT Line 11 Aug - 8 Sep 97 Active LT Staff

Best wishes, stay safe out there and keep up the great work. r

CDR Jerry Hart and LT Scott Lyons LDO/CWO Community Managers (Pers-211L)

## PERS-3 continued from pg 3

scanned and indexed. They are stored on optical platters arranged in large jukeboxes and backed-up on digital tape. When a user, the boards, or a member needs a particular record, the images are downloaded to a computer output (COM) device and a microfiche is produced. The only visible difference in these microfiche and the old fiche duplicate is the header which is clear. The older fiche records have an orange header.

What about all of those officers and Sailors who were in the Navy before January 1995? What about their records? We are in the process of converting the microfiche master records to digital images. We are about 25% complete and will have all of the records on our jukeboxes by the end of this year. Until BUPERS moves to Memphis-Millington during the summer of 1998, users, boards, and members will get COM-produced microfiche. After we move, authorized records users and selection boards at BUPERS in Millington will have access to official records on-line. More than 900 EMPRS workstations

Continued on pg 38

## Bye ENS Jones

Who can possibly believe that my time here is almost over? My tour has finally come to a close and I will be heading off to the fleet in June. This tour has been a learning experience and I will take with me much knowledge. I will be leaving Selection Board Support in the very capable hands of PNCS(SW) Taylor, until by relief, ENS Mary Draper, arrives in November. Mary will be reporting from Officer Indoctrination School in Pensacola. I will be taking with me an enormous amount of expertise and a greater understanding of the "big picture" of the Performance Evaluation System. r

> ENS Robin Jones PERS-322B1

## **BUPERS Directory**

For e-mail address, replace xxx with listed PERS-code: pxxx@bupers.navy.mil example – to e-mail the aviation junior officer VF detailer: p432g@bupers.navy.mil \* indicates no e-mail available

	les 110 e-man avanable			
PERS-code	<u>Position</u>	<u>Incumbent</u>	<u>DSN</u>	<u>Commercial</u> <u>Ex</u>
Perspect	ive and Link Magazines			
451E 451E1	Managing Editor, <i>Perspective</i> and <i>Link</i> Magazines Editor, <i>Link</i>	LT Zip JOC Briggs	225-0132 223-1195	(703) 695-0132 (703) 693-1195
BUPERS	Access / IVR and BUPERS Home Page	e Technical Su <sub>l</sub>	pport	
455E	BUPERS Access / IVR Technical Support BUPERS Access Data Personal Account BUPERS Access Data Command Representative Acco Interative Voice Response (IVR)	DP1 Richardson unt	224-8083	(703) 614-8083 1-800-346-0217 1-800-762-8567 1-800-951-NAVY
1023	BUPERS Home Page Technical Support BUPERS Home Page e-mail address	DPC Reese http://www.navy.n	225-5895 nil/homepages/b	(703) 695-5895 oupers
Personne	el Policy Advisors			
203D 2MM 2WW 45J 45J1 45J2	Personnel Exchange Program (PEP) Advisor Acquisition Professional (AP) Advisor Women in the Navy Advisor Joint Policy Advisor JPME Phase II Quota Control Title 10 Compliance	LCDR Hunter CAPT Brown CAPT Brehm Vacant LCDR Grace LT Velasquez	224-5393 227-8761 225-9385 223-2345 223-0036 224-2048	(703) 614-5393 (703) 697-8761 (703) 695-9385 (703) 693-2345 (703) 693-0036 (703) 614-2048
451G 451G1	TAD/Joint Operations Assignments Advisor TAD Assistant	LCDR Terrell LT Mulligan	223-2948 223-1192	(703) 693-2948 (703) 693-1192
61 61B 611 613 614A 614B	Director, Equal Opportunity Division Deputy Director Navy Affirmative Action Plans Advisor Sexual Harassment/CMEO Advisor Minority Affairs Advisor Minority Affairs Advisor	CAPT Stafford CDR Olmo LCDR Haeg LCDR Imgrund CDR Olmo LCDR Burke	224-2007 225-2860 225-2651 225-2824 224-1190 224-2008	(703) 614-2007 (703) 695-2860 (703) 695-2651 (703) 695-2824 (703) 614-1190 (703) 614-2008
Microfich	ne, PSR, Selection Boards, Fitness Rep	orts, ODC Sup	port	
* 313D * 321 * 322 * 1031D1	Microfiche & PSR Ordering fax ordering (PSR ordering only) Selection Board Support FITREP/EVAL Support and FITREP/EVAL Selection Board Support Officer Data Card (ODC) Support (updates to Front Page PSR)	LT Stauffer LT Bertelsen Help Desk Ms Jones	224-3654 224-8882 224-3105 224-1132 224-5188	(703) 614-3654 (703) 614-8882 (703) 614-3105 (703) 614-1132 (703) 614-5188
Inservice	Procurement and Transfer Division			
25 251 252 253 * 253B * 253C	Director Head, Inservice Procurement/Transfer Branch Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Officer Resignations	CDR Wessel LT Green LCDR Simmons LT Bischeri PNC Estella Ms Atkinson	224-3887 224-1193 224-2825 223-2206 224-2894 223-0987	(703) 614-3887 (703) 614-1193 (703) 614-2825 (703) 693-2206 (703) 614-2894 (703) 693-0987

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Officer P	romotions Division			
26	Director	CDR Stewart	224-2725	(703) 614-2725
* 26A	Admin Officer	LT Corley	224-2725	(703) 614-2725
* 26C	Officer Special Board Coordinator	LT Castleberry	224-2725	(703) 614-2725
26L	Line Selection Board Liaison	LCDR Anderson	224-2725	(703) 614-2725
* 26M	Staff Selection Board Liaison	LCDR Nathan	224-2725	(703) 614-2725
* 93	Director, Reserve Officer & Enlisted Promotions	CDR Carlock	288-8691	(202) 433-8691
* 93B	Deputy Director, Reserve Officer & Enlst Promotions	CDR Vogt	288-8676	(202) 433-8676
* 93D	Special Assistant for Line/Staff Boards	CDR Nardella	288-8675	(202) 433-8675
* 931	Head, Reserve Officer Promotions and Appointments	LCDR Cambell	288-8674	(202) 433-8674
Retireme	nts Division			
27	Director	Ms Ryan (Acting)	224-2690	(703) 614-2690
271	Head, LIMDU/Disability Retirement	PNCS Stultz	224-7990	(703) 693-7990
272	Head, Officer Retirement	CWO4 Abrams	223-7995	(703) 693-7995
Officer C	ommunity Management (OCM) and Ca	reer Planning D	ivision	
21	Director	CAPT Durgin	223-2301	(703) 693-2301
211	Head, OCM	CAPT Wilson	223-2303	(703) 693-2303
211C	Chaplain Corps OCM	CAPT Belanus	224-4438	(703) 614-4438
211D	AED/AMD OCM	CDR Ezzard	224-4869	(703) 614-4869
211E	Engineering Duty OCM	CAPT Hickey	223-1231	(703) 693-1231
211F	Special Warfare OCM	LCDR Campion	224-8327	(703) 614-8327
211G	Fleet Support OCM	CDR Sapp	223-2308	(703) 693-2308
211H	Special Operations OCM	CDR Tillotson	224-8328	(703) 614-8328
211I	Intelligence OCM	CAPT Darrah	224-3072	(703) 614-3072
* 211J	JAG Corps OCM	CDR Bengston	221-9830	(703) 325-9830
* 211K	CEC OCM	CAPT Mehula	224-3635	(703) 614-3635
211L	LDO/CWO OCM	CDR Hart	223-2309	(703) 693-2309
211L1	Assistant LDO/CWO OCM	LT Lyons	223-2310	(703) 693-2310
211M	Medical Department OCM	CAPT Gibbin	223-2328	(703) 693-2328
211M2	Medical OCM Admin Assistant	HM2 Beebe	223-2324	(703) 693-2324
211M3	Medical Service Corps/Dental Corps OCM	CDR Brannman	223-2327	(703) 693-2327
211M4	Medical Corps OCM	CAPT Simpkins	223-2311	(703) 693-2311
211M5	Nurse Corps OCM	CAPT Kenney	223-2326	(703) 693-2326
211N	Submarine OCM	LCDR Stacia	225-1242	(703) 695-1242
2110	METOC OCM	CAPT Donaldson	224-0520	(703) 614-0520
211P	Public Affairs OCM	CDR Weishaupt	224-2708	(703) 614-2708
211Q	Cryptology OCM	CAPT McDonald	224-3403	(703) 614-3403
* 211R	Merchant Marine OCM	CAPT Van Oss	332-7128	(703) 602-7128
211S	Supply Corps OCM	CAPT Culvyhouse	224-3471	(703) 614-3471
211S1	Supply Corps Requirements	LCDR Walker	224-3471	(703) 614-3471
211V	Aviation OCM	CDR Ryan	223-2306	(703) 693-2306
211W	Surface OCM	CDR Sorce	223-2305	(703) 693-2305
213	Professional Development	LCDR Hartlaub	223-2340	(703) 693-2340
213D * 214	Graduate Ed & Subspecialty Management TAR OCM	Ms. Poindexter CDR Wright	224-4933 223-2316	(703) 614-4933; (703) 693-2316
Surface (	Officer Distribution Division			
41	Director/CAPT Assignment	CAPT Marzluff	224-8341	(703) 614-8341
41B	Deputy Director	CDR Feckler	224-8341	(703) 614-8341
41A	Assistant CAPT Assignment	CDR Kurta	224-8341	(703) 614-8341
410	Head, CDR Assignment	CAPT Chapman	224-3678	(703) 614-3678
410A	Assistant CDR Assignment	CDR Woolley	224-3679	(703) 614-3679
410B	Assistant CDR Assignment	LT Cutsinger	224-3679	(703) 614-3679
	S	· ·		
411	Head, LCDR Assignment	CDR Chandler	224-2270	(703) 614-2270
411A	YG85 & Junior	LCDR O'Rourke	224-2270	(703) 614-2270
411B	YG84 & Senior	LCDR Delaney	224-2270	(703) 614-2270
412	Head, Junior Officer Assignment	CAPT Reilly	224-3831	(703) 614-3831
412B	Sea Coordinator	LCDR Grause	224-3831	(703) 614-3831
412A	Shore Coordinator	LCDR Lauer	224-3831	(703) 614-3831
412S	2nd Department Head Assignment	LCDR Johnson	224-3831	(703) 614-3831
4128	1st Department Head Assignment	LCDR Negus	224-3831	(703) 614-3831

4121	2nd Division Officer Assignment (M-Z)	LCDR Thebaud	224-3831	(703) 614-3831
4122	2nd Division Officer Assignment (A-L)	LT Doyon	224-3831	(703) 614-3831
412I	Initial Assignment	LT Colagiuri	224-3831	(703) 614 3831
412N	Surface Nuclear Assignment	LCDR Mullen	224-3831	(703) 614-3831
413	Head, Surface Ship Placement, CCDG Staffs, CNSL/CNSP Staffs	CDR Carney	223-1976	(703) 693-1976
413A	LANT CRUDES Ships and Staffs	LCDR Fierro	223-0912	(703) 693-0912
413B	PAC CRUDES Ships and Staffs	LCDR Ault	223-1979	(703) 693-1979
413E	CLF/PC/USNS/Trng/MW	LCDR Kersh	223-1983	(703) 693-1983
413F	Amphibious Ships and Staffs	CDR Landholt	223-1985	(703) 693-1985
414	Head, Surface LDO/CWO Assignment	CDR Williamson	223-1953	(703) 693-1953
414A	Deck/Admin	LT Schultz	223-1954	(703) 693-1954
414B	Ord/OpTech/ADP	LCDR Scharf	223-1956	(703) 693-1956
414C	Engineering	LCDR Patrick	224-8553	(703) 614-8553
414D	Elex/Comm	LCDR Freeman	223-1955	(703) 693-1955
415	Head, Special Warfare Assignment/Placement	LCDR Campion	224-8327	(703) 614-8327
416	Head, Special Operations Assignment/Placement	LCDR Windhorst	224-8328	(703) 614-8328
110	ricua, operations rissignment, riacement	LODIC Windhorst	221 0020	(700) 014 0020
Submarin	e / Nuclear Power Officer Distribution	Division		
42			995 1905	(702) 605 1905
	Director/CAPT Assignment	CAPT Feeley	225-1205	(703) 695-1205
42B	Deputy Director/CO Detailer	CAPT Tracy	225-3965	(703) 695-3965
421	Head, Sub/Nuclear Power Assignment	LCDR Howard	225-0688	(703) 695-0688
421A	Post-Department Head Shore Detailer	LCDR Howard	225-4047	(703) 695-4047
421B	Department Head Detailer	LCDR Genoble	225-4048	(703) 695-4047
421C	Junior Officer Shore Detailer	LT Brunner	225-4039	(703) 695-4039
421D	Junior Officer Sea Detailer/Medical	LT Lebenthal	225-4331	(703) 695-4331
421E	Accession/Resignations	LT Brown	225-4062	(703) 695-4062
422	_	CDR Downs	225-4209	
422A	Head, Nuclear Sub LDO/CWO Assignment LDO/CWO Detailer	LCDR Jorfi	225-1240	(703) 695-4209 (703) 695-1240
422B	LDO/CWO Detailer	LCDR Hill	225-6119	(703) 695-6119
1220	LDO/ OWO Detailer	LODIC IIII	220 0110	(700) 000 0110
423	Staff Placement	LCDR Rauch	225-3923	(703) 695-3923
424	Head, Surface Nuclear Power Distribution	CDR Janikowski	225-4330	(703) 695-4330
424B	Surface Nuclear Placement	LT Pascual	225-4192	(703) 695-4192
Aviation (	Officer Distribution Division			
43	Director/CAPT Assignment	CAPT Besal	224-8356	(703) 614-8356
43B	Deputy Director	CDR Buyske	224-8080	(703) 614-8080
43A	Assistant CAPT Assignment	LCDR Dolan	224-8356	(703) 614-8356
43C	ACIP Evaluation	LT Sloan	224-8712	(703) 614-8712
431	Head, CDR Assignment	CDR Miller	224-8077	(703) 614-8077
431A	Assistant CDR Detailer	CDR Munoz	224-8077	(703) 614-8077
431B	Assistant CDR Detailer	CDR McCormack	224-8077	(703) 614-8077
432				
	Head, LCDR/Junior Officer Assignment	CDR Malinak	224-8708	(703) 614-8708
432C 432D	Shore Coordinator	LCDR Maloney LTJG Blake	224-8708	(703) 614-8708 (703) 614-8712
432E	Resignation/RAD/Retention VAW/Warfare Transition	LCDR Plummer	224-8712 224-8708	(703) 614-8712
432E 432F	VFA	LCDR Pluilliller	224-8708	(703) 614-8708
432G	VF	LCDR Write LCDR Ariza	224-8708	(703) 614-8708
432H	Helicopter (Sea)	LCDR Lupton	224-8708	(703) 614-8708
432I	VP (Shore)	LT Vassilakis	224-8708	(703) 614-8708
432J	Education/Subspecialty Management	LT Baker	224-8708	(703) 614-8708
432K	VAM/VAQ	LCDR Hinkley	224-8708	(703) 614-8708
432L	Aviation LDO/CWO Assignment	CDR Ewing	224-4178	(703) 614-4178
432M	Assistant Aviation LDO/CWO	LCDR Fiegl	224-4596	(703) 614-4596
432N	Pilot/NFO Initial Assignment	LT Cole	224-8708	(703) 614-8708
432P	VP (Sea)	LCDR Smith	224-8708	(703) 614-8708
432Q	Helicopter (Shore)	LCDR Maloney	224-8708	(703) 614-8708
432R	Sea Coordinator	LCDR Spitz	224-8708	(703) 614-8708
432S	VS/Force Sup Jet	LCDR Piritz	224-8708	(703) 614-8708
<b>432</b> U	VQ/Force Sup Prop	LCDR Steele	224-8708	(703) 614-8708
432Z	General Aviation	LT Cole	224-8708	(703) 614-8708

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433	Head, Air Combat Placement	CDR Wanjon	224-4344	(703) 614-4344
433A	VFA/CVW East/TACRONS	LCDR Haffner	224-4344	(703) 614-4344
433B	VF/CVW West	LCDR Molidor	224-4344	(703) 614-4344
433C	VAW/VRC/VC/VQ	LCDR Settele	224-4344	(703) 614-4344
433D	VP/VX-1/ASWOC/VXE-6	LCDR Adrion	224-4344	(703) 614-4344
433E	Flight Students Placement	LT Bogard	224-4344	(703) 614-4344
433F	VAM/VAQ	LCDR McCulloch	224-4344	(703) 614-4344
433G	CV/CVN	LCDR Goodwyn	224-4345	(703) 614-4345
433H	VS/VT/Aviation Staff	LCDR Wagner	224-4345	(703) 614-4345
433I	HSL/HS	LCDR Bartkoski	224-4345	(703) 614-4345
433J	HC/HM/TYCOMS/FASO	LCDR Mehan	224-4345	(703) 614-4345
Restricted	d Line / Staff Corps Officer Distribution	n and Special Pla	acement Div	vision
44	Director	CAPT Wikstrom	224-4022	(703) 614-4022
44A	Aide Placement	LCDR Martin	223-0041	(703) 693-0041
44B	Deputy Director	CDR Riddle	224-4024	(703) 614-4024
44C	Special Assistant	LTJG Weidner	224-4025	(703) 614-4025
440	Head, Professional Education/Subspecialties	CDR Threlkeld	223-1220	(703) 693-1220
440B	Graduate Education Placement	LTJG Noles	223-1222	(703) 693-1222
440C	Service College Placement	LT Counter	223-1223	(703) 693-1223
440E2	Subspecialty/Waiver Review	Ms Hughes	224-3321	(703) 614-3321
441	Head, Washington Placement	CDR Opsal	223-0002	(703) 693-0002
441A	JCS/OSD Admin	LT Stone	224-1113	(703) 614-1113
441B	Assistant Washington Placement	LCDR Walter	223-0001	(703) 693-0001
442	Head, Major Staffs Placement	CDR Bole	224-8483	(703) 614-8483
442B	MAAG/Mission/MILGRP	LCDR Strange	224-8484	(703) 614-8484
442C	FAO/PEP/Korea/Japan	LT Druckenmiller	224-8482	(703) 614-8482
444E	Head, NAVSEA	CDR Threlkeld	224-4918	(703) 614-4918
444E 444F	Head, Educ & Trng Staff Placement/NAVAIR/SPAWAR	LCDR Fox	223-1220	(703) 693-1220
444	NROTC/USNA/TELCOM	LCDR Harned	225-5779	(703) 695-5779
444A	TRA/CNET/PASS/NS	LCDR Boone	224-3918	(703) 614-3918
444B	NAS/CNRC/SAF	LCDR Tappen	223-1219	(703) 693-1219
444C	NPS/CAAC/ARC/BRIG	Ms Henderson	224-4916	(703) 614-4916
445	Head, Engineering Duty Assignment	CAPT Hickey	223-1231	(703) 693-1231
445B	Assistant ED Detailer	CDR Joseph	224-1232	(703) 614-1232
445D	Assistant ED 14XX Assignment	LCDR Schauder	224-3916	(703) 614-3916
446	Head, AED/AMD Assignment	CDR Ezzard	224-4869	(703) 614-4869
446B	Assistant Head, AED 151x/Det/Air	CDR Wooten	224-4869	(703) 614-4869
446C	Assistant Head, AMD 152x	CDR Boyce	224-4869	(703) 614-4869
446	Tar Community Manager	LCDR Smith	224-4869	(703) 614-4869
110	AEDO Career Manager	LCDR Black	664-1680	(703) 604-1680 ext 2180
	AMDO Career Manager	LCDR Disano	664-1680	(703) 604-1680 ext 2181
447	Acquisition Professional (AP) Advisor	CAPT Brown	227-8761	(703) 697-8761
448	Head, Public Affairs Assignment	CDR Weishaupt	224-2708	(703) 614-2708
448B	Assistant Head	LT Merrell	224-2708	(703) 614-2708
449	Head, METOC Assignment	CAPT Swaykos	224-0520	(703) 614-0520
449B	Assistant Detailer	LCDR Stewart	224-0521	(703) 614-0521
4410	Head, Cryptology Assignment	CDR MacDougall	224-3402	(703) 614-3402
4410B	JO Detailer	LCDR Pollard	224-3403	(703) 614-3403
4410C	LDO/CWO/New Accessions	LT Russell	224-3404	(703) 614-3404
4411	Head, Intelligence Assignment	CDR Thomas	224-3072	(703) 614-3072
4411A	LT & Below Detailer	LCDR Exner	224-3072	(703) 614-3072
4411B	Intelligence Placement	LCDR Kohler	224-3072	(703) 614-3072
4411C	Attache Placement/TAR Detailer	CDR Workman	224-3072	(703) 614-3072
4413	Head, CEC Assignment	CAPT Mehula	224-3635	(703) 614-3635
4413A	LCDR Detailer	LCDR Ashley	224-3635	(703) 614-3635
4413B	Billets/NAVFAC Placement/ANCECO	LCDR Lynch	224-3635	(703) 614-3635
4413C	LTJG/ENS/CWO Detailer	LT Collins	224-3635	(703) 614-3635
4413D	Plans and Inputs	LCDR Addison	224-3635	(703) 614-3635
4413E	LT/Postgraduate Detailer	LCDR Stratman	224-3635	(703) 614-3635

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44120	Director, Supply Corps Personnel/CAPT Sea & Shore	CAPT Bristow	224-2862	(703) 614-2862
4412	Head, Supply Assignment/CDR Sea & Shore	CAPT Bird	224-2862	(703) 614-2862
4412R	Special Assistant	LCDR Singleton	224-2865	(703) 614-2865
4412B	LCDR Shore Detailer	CDR Kuhm	224-0915	(703) 614-0915
4412C	LCDR Sea and Overseas Detailer	LCDR Green	224-0917	(703) 614-0917
4412E	Reserve/TAR/SELRES Manager	CAPT Thornbury	224-2862	(703) 614-2862
4412F	LT/LTJG Sea and Overseas Detailer	LCDR Morgan	224-0918	(703) 614-0918
4412I	LT/LTJG Shore Detailer	LT Liberko	224-0913	(703) 614-0913
4412G	ENS/CWO Sea and Overseas Detailer	LT Skinner	224-0919	(703) 614-0919
4412J	ENS/CWO Shore	LT Walker	224-0916	(703) 614-0916
4412X	NAVSUP/DLA/BUPERS Placement	LCDR Dolan	224-2811	(703) 614-2811
4412W	TAR Community Manager	CDR Laughlin	224-8703	(703) 614-8703
4412Q	Career Counselor	LCDR Pritchard	224-3471	(703) 614-3471
4414	Head, Chaplain Assignment	CAPT Cooper	224-4626	(703) 614-4626
4414D	Assistant Head	CDR MacNew	224-4626	(703) 614-4626
4414E	Assistant Head	LCDR Cheathem	224-4624	(703) 614-4626
4415	Head, Medical Department Assignment	CAPT Brown	225-7073	(703) 695-7073
4415A	Assistant Head	CDR Younger	225-7073	(703) 695-7073
4415B	Head, Medical/Dental Placement	CDR Hodges	225-5837	(703) 695-5837
4415D	Overseas, Ops and USMC Placement	LCDR Bye	225-5837	(703) 695-5837
4415F	East Coast Claimancy 18 Placement	LT Brown	225-5837	(703) 695-5837
4415T	West Coast Claimancy 18/Washington HQ Placement	LCDR Brown	225-5837	(703) 695-5837
4415M	Head, MC/Surg Spec Assignment	CAPT Golembieski	225-7960	(703) 695-7960
4415P	GME Assignment	LT Poindexter	225-7960	(703) 695-7960
4415U	GMO Assignment	LCDR Wiley	225-7960	(703) 695-7960
4415R	Operational Med/PA Assignment	LCDR Murray	225-7960	(703) 695-7960
4415N	Non-Surgical Spec MC Assignment	CDR Nathan	225-7960	(703) 695-7960
4415G	Head, Dental Corps Assignment	CAPT Arthur	225-9101	(703) 695-9101
4415H	Dental Corps Assignment	CDR Wagner	225-9101	(703) 695-9101
4415J	Head, MSC/Senior HCA Assignment	CAPT Garn	225-9004	(703) 695-9004
4415JA	Applied Science Assignment	LCDR Feril	225-9004	(703) 695-9004
4415I	HCA MSC Assignment LCDR and above	CDR Sullivan	225-9005	(703) 695-9005
4415IA	HCA MSC Assignment ENS-LT	LT Arellano	225-9005	(703) 695-9005
4415K	Head, Nurse Corps Assignment	CAPT Caffrey	225-7703	(703) 695-7703
4415V	LCDR Nurse Corps Assignment	CDR Boechler	225-7703	(703) 695-7703
4415L	Nurse Corps West Coast Assignment	CDR Saunders	225-7703	(703) 695-7703
4415S	Nurse Corps East Coast Assignment	LCDR Szymanski	225-7703	(703) 695-7703
		v		• •
* 4416	Head, JAG Corps Assignment	CAPT Stevens	221-9830	(703) 325-9830 ext 6101
* 4416B	Assistant Head/Senior Officer	CDR Bengston	221-9830	(703) 325-9830 ext 6102
* 4416C	LCDR Assignment	LCDR Tuider	221-9830	(703) 325-9830 ext 6107
* 4416D	LT/LTJG/LDO Assignment	LCDR Knowles	221-9830	(703) 325-9830 ext 6103
* 4416E	Accessions/Retention	LCDR Luster	221-9830	(703) 325-9830 ext 6109
4417	Head, TAR Assignment	CAPT Peterson	224-8386	(703) 614-8386
4417B	Surface TAR Officer Assignment	CDR Morgan	224-8386	(703) 614-8386
4417C	Aviation TAR Officer Placement	LCDR Boening	224-8387	(703) 614-8387
4417D	Surface TAR Officer Placement	LCDR Hamel	224-8388	(703) 614-8388
4417E	Intelligence TAR Officer Assignment	CDR Workman	224-3072	(703) 614-3072
4417F	Fleet Support TAR Officer Assignment	LCDR Strother	224-3515	(703) 614-3515
4419	Head, Fleet Support Assignment	CAPT Augustine	224-3515	(703) 614-3515
4419A	Assistant Head	CDR Hight	224-3515	(703) 614-3515
4419B	YG80-88 Detailer	LCDR Davis	224-3515	(703) 614-3515
4419F	YG89 & Junior Detailer	LT Enterline	224-3515	(703) 614-3515

## PERS-3 continued from pg 33

will be provided for the BUREAU staff. Record users outside the BUREAU and individual members will continue to have access to records produced by COM. Records will not be available on-line via the Internet for obvious security and privacy reasons. Selection boards will also be on-line with the records, performance summary records, and related correspondence presented in digital format. In a little more than a year when you talk to your detailer about your record, he or she will be able to key in your SSN and twenty seconds later actually look at your fitness reports, evals, or any other document in your record.

Our new system is officially titled, the Defense Personnel Records Imaging System-Electronic Military Personnel Record. For short, we call it EMPRS and pronounce it "empress." And it is the future of your personnel record.

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## **Officers' Call**

#### Attaches Needed

Looking for a truly unique assignment for you and your family? By becoming an attache, you'll serve overseas at a U.S. embassy, and represent the U.S. Navy to your host country. Many attache assignments provide foreign language training. **All attache billets are joint duty assignments**, and all training is in the DC area. Do something different ... become an attache.

Country	<b>Billet</b>	Desig/Rank	<u>Language</u>	Train/Onsta
Chile	DATT	1050/CAPT	Spanish	ASAP/9808
Honduras*	NATT	1310/LCDR	Spanish	ASAP/9801
Kenya*	NATT	1310/CDR	None	9711/9807
Indonesia	NATT	1050/CAPT	Indonesian	9801/9906
Malaysia	NATT	1050/CAPT	Malay	9708/9902
Mexico	NATT	1050/CAPT	Spanish	ASAP/9806
Pakistan*	NATT	1310/CAPT	None	ASAP/9708
Philippines*	NATT	1310/CAPT	Tagalog	ASAP/9806
Saudi Arabia*	NATT	1310/CDR	Arabic	ASAP/9808
Ukraine*	NATT	1310/CDR	Ukrainian	9709/9906
* (1: 1-:11-4				

<sup>\*</sup> flying billet

For more information and billets, call CDR Steve Workman, Attache Placement, DSN 224-3072, com. 703-614-3072. r

## Officers Wanted for TAD Adventures

Looking for a career broadening adventure? Here is the opportunity to participate in and contribute to real world operations. PERS-451G is charged with coordinating TAD support for Joint Operations and United Nations missions around the world.



TAD assignments are 120 to 179 days in length and require your command's approval to participate. Your command incurs no cost in supporting these vital assignments as the requesting command pays both travel and per diem. Tax-free income, other special pays, and special recognition are often part of these assignments.

PERS-451G currently supports assignments to Operations Joint Guard and Deliberate Guard in Europe and Southern Watch in Saudi Arabia as well as United Nations missions to the Western Sahara and Republic of Georgia. Particular skills sought include aviation strike planners, TLAM strike planners, EP-3 mission planners, H-60 CSAR coordinators, Intelligence Officers, PAOs, Supply Officers (particularly contracting experts with subspecialty code 1306), SWOs (particularly anti-air TAOs with NTDS experience), Communication Officers, Submarine Officers, TARPS analysts, computer experts (subspecialty code XX89/XX91), and foreign language skills. Paygrade requirements range from LT to CAPT and are assignment dependent. New assignments become available monthly and are assigned 120 days prior to the report date.

For more information please contact LT Nikolai Mulligan or LCDR Dick Terrell at DSN 223-1192 or commercial (703) 693-1192. You may fax us at DSN 225-5780 or commercial (703) 695-5780 or e-mail us at: p451g1@bupers.navy.mil r

## TAR Officer Accession Board to Convene 30 June 97

NAVADMIN 054/97 announced the next TAR Officer Accession board, which is scheduled to convene on 30 June 1997. Qualified applicants are sought in the following designators: 1117 (Surface Warfare), 1127 (Submarine Warfare), 1137 (Special Warfare), 1147 (Special Operations), 1317 (Naval Aviator), 1327 (Naval Flight Officer), 1527 (Aerospace Maintenance Duty), 1637 (Intelligence), 1707 (Fleet Support), and 3107 (Supply Corps).

The TAR officer program offers a full active duty career in training and management of the Reserve component. The career path specifies a dual track emphasis on both operational and reserve management proficiency. There are many advantages to pursuing a career in the TAR officer program:

- 1) <u>Be in charge</u>. Enjoy a broad scope of responsibility as a junior officer. The majority of reserve management assignments are in command or on major staffs.
- 2) <u>Diverse assignments</u>. Reserve management billets are available in major metropolitan areas throughout the United States, with a limited number of overseas assignment options.
- 3) <u>Smaller community</u>. Make a difference in a close-knit community. Build your reputation. Hard chargers get noticed quickly and can get increased responsibility sooner.
- 4) <u>Career path flexibility</u>. TAR officers enjoy operational assignment opportunities similar to their Regular Navy peers, in addition to meaningful career path training and management of the Naval Reserve.

**Continued on page 40** 

## PERS-412 continued from pg 8

requirements, sufficient money in the Permanent Change of Station (PCS) account to move officers. What you wind up with is a dynamic, complex mechanism we are all exposed to and involved with over the course of our Navy career. Sound confusing? Sure it is, particularly to those of you in the early stages of your career. Does it have to be? No way!

You will shortly find listed on the PERS-412 Web Page an article entitled "A SWO JO's User Guide to the Detailing Process." It's our take on how the officer distribution process works to address the career and personal needs of every officer while meeting the needs of the Navy. I encourage all with access to our Web page to pull up a copy of this article. If you don't have web access and wish a copy, give us a call and we'll send you one.

## 2nd Tour Division Officers Detailer Update.

LT George Doyon (PERS-4122) – 1st tour division officers with last names beginning "A-L".

LCDR Cindy Thebaud (PERS-4121) – 1st tour division officers with last names beginning "M-Z".

**PERS-412 Admin changes.** We have changed how we handle some of your correspondence so we can continue to reply quickly to your needs:

- + **General Correspondence Reply Form** will be used to show that correspondence (SWO, EOOW, TAO, etc.) have been received and entered in your record, answer PRD change requests, or provide other pertinent remarks. The card will still be routed through your command for endorsement purposes.
- + **Department Head Duty Preference Form** has been deleted. This form was attached to PERS-412's letter acknowledging receipt of the SWO qualification letter. We're still happy to take your DH (or any) duty preferences at any time, be it via DPC, e-mail, or over the phone.

Have a great summer and keep charging! r

CAPT Rob Reilly, PERS-412

Head, Surface Junior Officer Assignments

e-mail p412@bupers.navy.mil

## METOC continued from pg 21

## Homepage

PERS-449 METOC homepage is now online, with updated information on career planning, upcoming boards, promotion zones, results, and upcoming billets. Contact our site at http://www.navy.mil/homepages/bupers/pers-4/pers-44 and navigate to the PERS-449 page. Let us know if there's something else you'd like to see on the site (including the roster is our next step).

## Leadership Continuum Training

LCT is now in full swing. PCO and PXO courses are conducted in Newport; Advanced, Intermediate, and Basic courses are taught at Fleet Concentration Areas (FCA) and upon request by Mobile Training Teams. PCOs and PXOs can anticipate attending en route to their commands. Naval Postgraduate School graduates will remain at NPS after graduation to attend the Intermediate class, before moving on to new duty stations. We hope that commands will make use of classes available locally; BUPERS will send officers through LCT courses commensurate with their billets and seniority in conjunction with orders.

## **Command Screen/Slating Process**

Command screening is a review of recently selected CDRs and CAPTs along with those who have not screened on either the first or second looks. The board is made up of a flag officer and several CAPTs (generally three METOC and one URL) who examine the records under consideration to determine those who are best qualified for command and command equivalent assignments. Once the candidates are selected, they are reviewed by the detailer and CNMOC Flag, and slated according to the individual's expressed desires, availability of jobs, relative seniority within their pay grade, etc. The slate is also reviewed by the Oceanographer of the Navy. Suffice it to say, all involved in the slating process regard it as an extremely important matter. The process of developing a fair and equitable slate receives a great deal of time and attention—as it should. Slating is far from a trivial matter. We are just beginning to look at possibilities for the 1999 and 2000 commands/command equivalents. Make sure we know what you are thinking along these lines and don't be shy. Ask for assignment to the job you believe you are best qualified for, r

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## The Reference Page

## **Record Maintenance**

The following reference points are outlined to facilitate updating your record.

• **Photograph.** The requirement to submit a photograph is now within three months after acceptance of each promotion vice the old requirement of submission within one year.

Photographs can be submitted on NAVPERS 1070/10 and sent to:

Bureau of Naval Personnel (PERS-313C) 2 Navy Annex Washington DC, 20370-3130

• **Fitness reports.** If you are missing a fitness report from your microfiche send a copy to:

Bureau of Naval Personnel (PERS-322) 2 Navy Annex Washington DC, 20370-3220

For questions call DSN 224-1196/2476 or (703) 614-1196/2476.

• **Microfiche.** You cannot order your microfiche by phone or by e-mail because your signature is required. Send written requests to:

Bureau of Naval Personnel (PERS-313D) 2 Navy Annex Washington, D.C. 20370-3130

For questions call DSN 224-3654/2983, (703) 614-3654/2983, or fax (703) 614-8882 r

• **Performance Summary Record (PSR).** You may order your PSR by writing or faxing:

Bureau of Naval Personnel (PERS-313D) 2 Navy Annex Washington, D.C. 20370-3130

For questions call DSN 224-3654/2983, (703) 614-3654/2983, fax (703) 614-8882.

• Officer Data Card (ODC). You may request an Officer Data Card by writing or faxing:

Bureau of Naval Personnel (PERS-1031D) 2 Navy Annex Washington, D.C. 20370-1030

For questions call DSN 224-2213, (703) 614-2213, or fax (703) 614-5021

• **Medals**. If an award is missing from your PSR, send a copy of the signed citation to the Board of Decorations and Medals (after printing or typing your SSN in the upper right hand corner).

Navy Department Board of Decorations & Medals 2000 Navy Pentagon Washington, DC 20350-2000.

If an award is missing from the microfiche, again ensure your SSN is in the upper right hand corner and send the citation to PERS-313C1. Faxed citations are not acceptable for inclusion on the microfiche. Remember that only personal awards (NAMs, NCMs, etc.) are part of your official record. r

#### TAR Board continued from pg 39

Operational proficiency complements a TAR officer's effectiveness in reserve management. Interested officers should see MILPERSMAN article 1020200 for application procedures. Applicants must be in year group 85 or junior and agree to serve on active duty for two years as a TAR officer.

Officers considering TAR recall are encouraged to call the TAR Officer Community Manager, CDR Bill Wright, at DSN 223-2316 or (703) 693-2316 for more details. Our fax # is (703) 614-4047.

Applications must reach BUPERS not later than 27 May 1997. Send applications to:

Bureau of Naval Personnel (PERS-4417) 2 Navy Annex Washington, DC 20370-4417 r

## VP continued from pg 17

VQ-11 is being stood up at NAS Brunswick as we speak. This is a reserve squadron with a mix of USN, USNR and TAR personnel. They fly the EP-3J "Electric Orion" whose mission is Command & Control Warfare/ Electronic Warfare Training. They have a crew of 3 Pilots and 3 NFOs that perform detachment operations worldwide. VP Pilots or NFOs will be eligible for the few USN billets available as their shore duty. For further information on VQ-11 you can send e-mail to:

VQ11CO@cnrf.nola.navy.mil. Hope to see many of you at VP Reunion 8/9 May.

LT George Vassilakis, PERS-432I (VP shore), e-mail p432i@bupers.navy.mil LT Dave Smith, PERS-432P (VP sea), e-mail p432p@bupers.navy.mil

## Navy Foreign Area Officer (FAO) Program to Select First Candidates

Eligible officers interested in applying for the Navy's Foreign Area Officer (FAO) program must submit their applications by May 19 for the July board.

The Navy FAO program is intended to create a select group of regional politico-military specialists to answer the growing need for regional expertise as the nation's national security focuses on the principles of global engagement and forward presence. The program is open to LTs through CAPTs from any unrestricted line or staff community.

The selection process will consider the individual's overall professional performance, politico-military and area studies education, foreign language proficiency or aptitude and regional experience. Officers without the requisite skills, however, may also apply and will receive training as their career development permits. Applications have already been received from a number of officer representing a variety of communities, including post-command CAPTs and CDRs.

As envisioned, according to NAVADMIN 58/97, FAOs will be assigned tours in both FAO and officer designator community billets as determined by career progression, FAO qualification level, personal preference, and the needs of the Navy.

NAVADMIN 58/97 outlines the application format. Applicants must submit the request via their commanding officer to Chief of Naval Personnel (PERS-442C) with a copy to the cognizant detailer.

Further information on the FAO program will be provided through future NAVADMINs and issues of *Perspective* magazine.

## Download Perspective with New File Format

The BUPERS Home Page now has the current and previous issues of *Perspective* in Adobe Acrobat .pdf file format. If you don't have Adobe Acrobat Reader you must download it off the *Perspective* section of the BUPERS Home Page. This will take 5-8 minutes using a 28.8k modem. You'll be able to view and print your downloaded *Perspective* exactly as it appears in hard copy. It is especially recommended that you download the January-February "Career Issue" to use as a ready reference. There is no copyright restriction. Make as many copies as needed.

http://www.navy.mil/homepages/bupers

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Letters to the Editor

Background for Landline responses comes from cognizant offices in BUPERS. Your questions and comments are essential to issues deserving added emphasis or clarification. If you have a question or comment, please write to:

Editor, Perspective/Link Bureau of Naval Personnel PERS-451E 2 Navy Annex Washington, DC 20370-4510

Include your name, SSN, and designator when writing, or call DSN 225-0132; commercial (703) 695-0132; or fax (703) 695-5780.

You can also send Internet e-mail to the editor at the following address:

p451e@bupers.navy.mil

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